**Strategic Compensation Overview**

**Summary**

The learner takes on the role of a compensation specialist in the human resources department at Intuition Wells, a mid-sized information technology company specializing in cyber security.

The leadership team at Intuition Wells is fully committed to their employees, and has made it clear that they are the company’s most important asset. To support this commitment, the company has implemented an employee wellness and retention program. This program includes trained chefs to make healthy meals for staff, as well as wellness professionals such as nutritionists, personal trainers, and yoga instructors.

The learner will need to create a salary survey, job evaluation, and compensation plan for one of these four wellness jobs, while navigating complex workplace dynamics. When challenged by colleagues, they will need to understand and clearly articulate why each component of their compensation plan is appropriate to the job requirements, current market, and overall company strategy.

**Learning Objectives**

Throughout the learning module, the learner will:

* Design a job evaluation
* Create a salary survey
* Design a compensation plan

**Skills Experienced and Assessed**

1. Navigating complex workplace dynamics
2. Research
3. Critical thinking
4. Persuasion
5. Business acumen
6. Communication

**Example Video Resources**

* [Platform Introduction](https://ametroslearning-1.wistia.com/medias/1ypiokaeuj)
* [Instructions on Completing a Salary Survey](https://ametroslearning-1.wistia.com/medias/ysgarl92ok)
* [Job Evaluation](https://ametroslearning-1.wistia.com/medias/2ag4x9wwif)

**Outcome**

The Strategic Compensation experiential learning module will provide learners with an opportunity to develop and apply the knowledge and skills that they have learned in senior level human resources courses at the undergraduate or graduate level.

**Timeline**

* The learning module will take learners 3 to 6 hours to complete, including work on submitted deliverables.
* This learning module typically runs for a period of 3 to 4 weeks.

**Implementation Options**

In order for the learning module to provide detailed individualized feedback to learners, an instructor will need to grade submitted assignments within the module. However, there are a few options for how this module may be implemented.

Option 1 - An instructor assigns the full learning module as an assignment. The instructor provides feedback on three learner submissions on the Ametros platform.

Option 2 - The instructor selects one or two of the assignments that are most applicable to their course curriculum and uses those parts of the module only.

**Note:** Instructors can choose whether they would like to assign learners to the job they will analyze, allow learners to self-select the job they would like to analyze, or provide all learners with the same job (e.g., yoga instructor).