



Course Prefix/Number/Title:

HRM200-Benefits Administration
Fall2024

Number of Credits:

3

Course Description:

This course covers basic knowledge about the various types of benefits that are typically offered by employers for their employees, government mandated benefits, and the legal environment surrounding employee benefits.

Pre-/Co-requisites:

None

Course Objectives:

Upon successful completion of this course, you will be able to:

1. Distinguish between legally-required (government mandated) and discretionary benefits.
2. Identify the considerations influencing the design and implementation of a benefit program.
3. Describe how employee perceptions of justice or fairness are important to understanding pay and benefits practices, and influence employee attitudes.
4. Understand how employer-sponsored retirement plans are defined.
5. Explain the difference between employer sponsored disability and life insurance plans, and workers' compensation.
6. Identify the primary objectives and examples of employee benefits, including income protection, paid time Identify regulatory reporting requirements (ACA).
7. Describe the company benefits planning process and its connection to a business's strategic plan.
8. Examine why employers offer employee benefits.
9. Research the laws that regulate employee benefits.
10. Identify benefit brokers as an external provider.
11. Compare traditional benefit plans to flexible benefit plans.
12. Describe the different methods used to calculate and manage the cost of employee benefits.
13. Explain the importance of an employee benefit package that supports strategic goals, acknowledges external and internal influences and is compliant with the legal requirements.

Instructor:

Deidre Pugh, Social Sciences & Human Resources Instructor

Office:

Online: Please don't hesitate to email, call, or text with questions/concerns or to set up an appointment.

On-Campus (DCB): Thatcher Hall, Room 207

Office Hours:

Online: By appointment

On-Campus (DCB): Wednesdays (9:30am-5:00pm), Thursdays (10:30am-3:30pm)

Phone:

Cell: 701-840-8975

Office: 701-228-5621

Email:

Deidre.Pugh@dakotacollege.edu

Lecture/Lab Schedule:

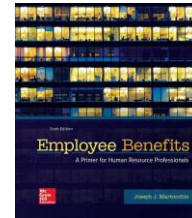
Online

Textbook(s):**Textbook IS REQUIRED**

Employee Benefits: A Primer for Human Resource Professionals

Author: Joseph J. Martocchio

ISBN: 9781260152678

**Course Requirements:**

Distance learning is self-directed learning! It requires a high level of responsibility, dedication, and self-discipline on the part of the student. In this course, you are responsible for your own work, your own progress, and your own grade.

* Attendance is determined by your keeping up-to-date with discussion threads and assignments. You are required to participate in threaded discussions and to turn in assigned work when due. You are also required to contact me, in advance, if you know you will be "missing" an assignment so we can make arrangements to makeup the work.

DISAPPEARING: No communication from you for several weeks, or not completing your work, for whatever reason means I may initiate an administrative withdrawal. You can contact me via voice mail, text, email or by contacting the DCB Distance Education Department.

Discussions: For each chapter, you will have a discussion question. You need to submit 2 responses per discussion, on **SEPARATE DAYS**, with at least one of the responses to another student's comments.

It is important to stay current with your discussion submissions. All the discussions for a section must be completed by the last day of the chapter and time specified. There will be no points awarded for the discussions after the due date and time.

Participation: Participating in discussions is an important means of achieving the course's objectives. Some of the topics we cover are controversial and/or sensitive, *I would*

like each of you to keep an open mind and give other students the same courtesy that you expect to be given! Respect always goes a long way. If you choose to attack another student in my course, there will be consequences.

Purpose: The purpose of the assigned threaded discussion questions is to have you participate in class discussions in much the same way as would occur in the classroom.

Criteria: Respond twice during the chapter, on SEPARATE DAYS within each topic, to the question in order to receive full credit. One of your responses, within each topic, must be to another student's post. The purpose of having you respond on different days is so you "attend" class throughout the week! If you're only responding at the beginning of the week and not logging into the course again during that chapter, you may miss out on very educational discussions.

Grading: **Superficial reflections are not acceptable!** Although it is important to thoroughly explain the ideas and concepts you are learning, merely paraphrasing or restating the concepts, definitions, or ideas is not acceptable. You should try to become more reflective and strive to improve the quality of your thought and writing as the course progresses. Remember, your discussions are your opportunity to demonstrate your learning in this course!

Online Participation – 15 points possible for each separate discussion topic

Assignments: There will be an "assignment" for every chapter we cover, which is much like a quiz, but is open book.

Supplemental Reading Assignments: These assignments will be used in place of traditional tests. With these assignments, you will dig deeper into a topic that we are covering during that week and answer questions on these readings.

Final Paper: There will be one final paper during this course. More information on this paper can be found in Blackboard. You will have your entire "finals week" to work on this paper...there will be no cumulative final for this course!

Course Outline:

Week 1

Monday, August 21st-Sunday, August 27th

Week 2

Monday, August 28th-Sunday, September 3rd

Week 3

Monday, September 4th-Sunday, September 10th

Week 4

Monday, September 11th-Sunday, September 17th

Week 5

Monday, September 18th-Sunday, September 24th

Week 6

Monday, September 25th-Sunday, October 1st

Week 7

Monday, October 2nd-Sunday, October 8th

Week 8

Monday, October 9th-Sunday, October 15th

Week 9

Monday, October 16th-Sunday, October 22nd

Week 10

Monday, October 23rd-Sunday, October 29th

Week 11

Monday, October 30th-Sunday, November 5th

Week 12

Monday, November 6th-Sunday, November 12th

Week 13

Monday, November 13th-Sunday, November 19th

Week 14

Monday, November 20th-Sunday, November 26th

Week 15

Monday, November 27th-Sunday, December 3rd

Week 16

Monday, December 4th-Sunday, December 10th

FINALS WEEK

Final Paper (NO cumulative final)

Monday, December 11th-Friday, December 15th

General Education Competency/Learning Outcome(s) OR CTE Competency/Department Learning Outcome(s):

The student learning competencies of career and technical education degree programs are as follows:

- Employ industry-specific skills in preparation for workplace readiness
- Combine general education and vocational skills curriculum

Relationship to Campus Focus:

Campus Focus: Nature, Technology, and Beyond

This course will emphasize communication and technology to enhance “human” nature in the work environment.

Classroom Policies:

Regular participation is highly expected.

- All assignments can be completed on any computer with Internet access.
- Students need to set up or select an environment conducive for getting work done/testing (e.g. distraction free area at home, a computer lab at a library, etc.)
- Students can complete their weekly work at any time between the given dates and times.
- A discussion is only a discussion if everyone is participating together. Therefore, no points will be given for forum posts once the week is over.

- Grades are based on total points earned.

Grading: 90+A; 80-89B; 70-79C, 60-69D, 59 and below F.

Student Email Policy:

Dakota College at Bottineau is increasingly dependent upon email as an official form of communication. A student's campus-assigned email address will be the only one recognized by the Campus for official mailings. The liability for missing or not acting upon important information conveyed via campus email rests with the student.

Academic Integrity:

According to the DCB Student Handbook, students are responsible for submitting their own work. Students who cooperate on oral or written examinations or work without authorization share the responsibility for violation of academic principles, and the students are subject to disciplinary action even when one of the students is not enrolled in the course where the violation occurred. The Code detailed in the Academic Honesty/Dishonesty section of the Student Handbook will serve as the guideline for cases where cheating, plagiarism or other academic improprieties have occurred.

Disabilities or Special Needs:

Students with disabilities or special needs (academic or otherwise) are encouraged to contact the instructor and Disability Support Services.

Title IX:

Dakota College at Bottineau (DCB) faculty are committed to helping create a safe learning environment for all students and for the College as a whole. Please be aware that all DCB employees (other than those designated as confidential resources such as advocates, counselors, clergy and healthcare providers) are required to report information about such discrimination and harassment to the College Title IX Coordinator. This means that if a student tells a faculty member about a situation of sexual harassment or sexual violence, or other related misconduct, the faculty member must share that information with the College's Title IX Coordinator. Students wishing to speak to a confidential employee who does not have this reporting responsibility can find a list of resources on the DCB Title IX webpage.