



**Bow Valley
College**

Course Outline

HRES2203

Compensation & Benefits
Fall 2025 - Current

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HRES2203 Compensation & Benefits

COURSE DESCRIPTION

This course focusses on the total rewards package that includes compensation, benefits, and monetary or non-monetary rewards. The importance of aligning the organizational strategy with the total rewards package forms the foundation for this human resource functional area. Learners will get practical experience with the process of job evaluation and connecting performance standards to the compensation plan. Learners will research Canada and Alberta legislative acts and compensation trends.

REQUISITES	Complete the following courses: HRES2201 - Introduction to Human Resources (3)
EQUIVALENTS	None
CREDITS	3
HOURS	45
ELIGIBLE FOR PLAR	Yes
ZERO TEXTBOOK COST	No

COURSE LEARNING OUTCOMES

Bow Valley College is committed to ensuring our graduates can demonstrate their abilities in key areas that will make them effective citizens and encourage their development as lifelong learners. In addition to the discipline-specific skills that learners acquire in their programs, the College has identified ten learning outcomes.

College-Wide Outcomes:

1. Communication
2. Thinking Skills
3. Numeracy and Financial Literacy
4. Working with Others
5. Digital Literacy
6. Positive Attitudes and Behaviours
7. Continuous Learning
8. Health and Wellness Awareness
9. Citizenship and Intercultural Competence
10. Environmental Sustainability

#	COURSE LEARNING OUTCOME(S)	COLLEGE WIDE OUTCOMES SUPPORTED
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1	Apply the Canada and Alberta legislative acts that relate to compensation and benefits.	1, 2
2	Assess the alignment between the organizational strategy and the total rewards package.	2
3	Create a total rewards package that includes a mix of compensation, benefits, monetary and non-monetary rewards that retain employee groups.	2, 3, 4
4	Design a total rewards package that integrates job evaluation, performance management, pay equity, and market trends.	1, 2, 3, 5
5	Recommend changes to a total rewards package including performance management, collective agreements, and diversity.	2, 3, 5
6	Perform job analysis and job evaluation in order to create job descriptions.	1, 2, 3
7	Demonstrate professional attitudes and behaviours in interpersonal skills and writing.	1, 6, 9

COURSE MODULES AND SCHEDULE

**Course schedule subject to change, depending on delivery mode and term of study. For exact dates, please consult the Course Offering Information in Brightspace.*

WEEK/HOURS MODULES

Week 1	Introduction to total compensation and total compensation strategy
Week 2	Introduction to total compensation and total compensation strategy
Week 3	Job analysis and job evaluation
Week 4	Job analysis and job evaluation
Week 5	Job analysis and job evaluation AND Midterm Exam
Week 6	Competency based pay and external impacts on total compensation
Week 7	Competency based pay and external impacts on total compensation
Week 8	Designing a total compensation plan
Week 9	Reading week
Week 10	Employee benefits and non-monetary benefits
Week 11	Performance evaluation and management
Week 12	Performance evaluation and management
Week 13	Maintaining an effective total compensation system
Week 14	Maintaining an effective total compensation system
Week 15	Project presentation

ASSESSMENT

COURSE

LEARNING ASSESSMENT OUTCOME(S)

WEIGHT

2, 3, 4 7	Learner Engagement (minimum of three)	25%
1, 5	Midterm Exam - scenario based	15%
1, 2, 3, 4, 5, 6, 7	Group Project - Written Portion	35%
2, 3, 5, 7	Group Project - Oral Presentation	10%
1, 6, 7	Assignment	15%

Important: For details on each assignment and exam, please see the Course Offering Information.

PERFORMANCE STANDARDS

A minimum grade of D is required to pass this course. However, a program may require a higher grade in this course to progress in the program or to meet specific program completion requirements.

Please consult with the program area or contact the program chair for further details. A minimum Grade Point Average of 2.0 is required for graduation.

GRADING SCHEME

Grade	Percentage	Grade Point	Description
A+	95-100	4.0	Exceptional: superior knowledge of subject matter
A	90-94	4.0	Excellent: outstanding knowledge of subject matter
A-	85-89	3.67	
B+	80-84	3.33	
B	75-79	3.0	Very Good: knowledge of subject matter generally mastered
B-	70-74	2.67	
C+	67-69	2.33	
C	64-66	2.0	Satisfactory/Acceptable: knowledge of subject matter adequately mastered
C-	60-63	1.67	
D+	57-59	1.33	
D	50-56	1.0	Minimal Pass
F	Less than 50	0.0	Fail: an unsatisfactory performance

REQUIRED LEARNING RESOURCES

Brutus, S. & Baronian, N. (2020). *Human resources management*. Canadian edition. Open Textbooks. CC By-NC-SA 4.0.

Additional resources added to D2L and provided through AIHR, SHRM and CPHR Canada.

Additional learning resources may be found in the Course Offering Information or in Brightspace.

ADDITIONAL INFORMATION

Additional information may be found in the Course Offering Information or in Brightspace.

ACADEMIC ACCOMMODATIONS

Learners with a disability (learning, physical, and/or mental health) may qualify for academic and exam accommodations. For more information, or to apply for accommodations, learners should make an appointment with Accessibility Services in the Learner Success Services (LSS) Department. Accessibility Services can also assist learners who may be struggling with learning but do not have a formal diagnosis. To make an appointment visit LSS on the first floor of the south campus or call 403-410-1440. It is the learner's responsibility to contact Accessibility Services and request academic accommodations. For more information, please visit our website at <http://www.bowvalleycollege.ca/accessibility>.

INSTITUTIONAL POLICIES

Bow Valley College is committed to the highest standards of academic integrity and honesty. Learners are urged to become familiar with and uphold the following policies: Academic Integrity (500-1-7), Learner Code of Conduct, Procedures and Guidelines (500-1-1), Learner Appeals (500-1-12), Attendance (500-1-10), Grading (500-1-6), Academic Continuance and Graduation (500-1-5), and Electronic Communications (300-2-13). Audio or video recording of lectures, labs, seminars, or any other teaching and learning environment by learners is allowed only with consent of the instructor as part of an approved accommodation plan. Recorded material is to be used solely for personal study and is not being used or distributed without prior written consent from the instructor.

Turnitin:

Students may be required to submit their course work to Turnitin, a third-party service provider engaged by BVC. Turnitin identifies plagiarism by checking databases of electronic books and articles, archived webpages, and previously submitted student papers. Students acknowledge that any course work or essays submitted to Turnitin will be included as source documents in the Turnitin.com reference

database, where it will be used solely to detect plagiarism. The terms that apply to a student's use of Turnitin are described on [Turnitin.com](https://turnitin.com).

Online Exam Proctoring:

Examinations for this course may require proctoring through an online proctoring service. Online proctoring enables online exam taking within a controlled and monitored environment, thereby enhancing academic integrity. Online proctoring may occur through a variety of methods, including but not limited to:

- a. live online proctoring where a remote invigilator authenticates identity and observes completion of an exam using specialized software and recordings;
- b. automated proctoring where the exam session is recorded and AI (artificial intelligence) analyzed;
- c. browser lockdown that limits access to other applications, websites, copying, printing, screen capture and other functions; or
- d. a combination of both live/automated proctoring and browser lockdown.

Course instructors will review recordings, analyses, and data obtained through online proctoring for academic integrity infractions. It is the student's responsibility to meet the technical, software, location, and identity verification requirements necessary to enable online proctoring.

Further details of these policies are available in the Academic Calendar and on the Bow Valley College website, bowvalleycollege.ca.

Learners are encouraged to keep a copy of this course outline for future reference.

Collection of Personal Information:

This course, including your image and voice, may be recorded and made available to you and other students taking the course section. By attending the class(es) online or in person, you consent to the collection of your personal information. If you do not wish to be recorded, please contact your instructor before starting the course/class to discuss alternative arrangements.

You may use the recordings only for educational purposes and you must not copy, share, or use the recordings for any other purpose without the instructor's express permission.

Your personal information is collected in accordance with section 33(c) of the Freedom of Information and Protection of Privacy Act (Alberta) to deliver academic programming, support learner flexibility, promote universal design for learning principles, and for purposes consistent with the course activities and outcomes. If you have any questions about the collection, disclosure, use, or protection of this information, please contact the College's Access and Privacy Officer at foip@bowvalleycollege.ca.