**OBHR 4331 - Compensation and Benefits Administration**

**OBHR 4331** Compensation and Benefits Administration (3 semester credit hours) This course focuses on how managers can strategically utilize compensation to attract, retain, and motivate qualified employees. Students will gain an understanding of the multidisciplinary theories underlying pay system design and implementation. Attention will be given to principles underlying successful compensation systems, including internal alignment, external competitiveness, and pay-for-performance. Prerequisite: **OBHR 3310** or **OBHR 3330**. (3-0) Y