Courses in English
Course Description

Department 14 Tourism

Course title Reward Design and Management

Hours per week (SWS) 2

Number of ECTS credits 3

Course objective Gain an overview of reward elements in today's organisations and how HR professionals can help in the implementation

Prerequisites General understanding of organisations and HR management

Recommended reading The WorldatWork Handbook of Compensation, Benefits & Total Rewards: A Comprehensive Guide for HR Professionals

Teaching methods Seminar

Assessment methods Exam

Language of instruction English

Name of lecturer Holger Jahn

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Course content The course will lay out basic principles in job description, job evaluation, salary structuring, base salary management, variable pay design, performance management systems, integration of performance management and rewards, total reward and flexible benefits concepts

Remarks