

Compensation Systems

Master's degree in: Human Resources and Talent Management

Subject: Human Resources functional areas

Credits: 6 ECTS

Program: Master in Human Resources

Modality: On-campus Full-Time / Hybrid-Learning

Semester: Second

Type: Mandatory

Language of instruction: English

Academic year: 2025/2026

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1. Presentation

The Compensation Systems course is fundamental in the field of human resources and business management, as it focuses on the design, implementation, and management of compensation, benefits, and rewards systems for employees within an organization. Throughout the course, students acquire the knowledge and skills needed to ensure that companies develop fair, equitable compensation policies that align with their strategic objectives, while promoting employee satisfaction, motivation, and retention.

Firstly, the course addresses the design of compensation systems, which involves analyzing job positions, evaluating roles, defining salary structures, and applying pay equity policies. Students learn how to use methodologies and tools to establish remuneration systems that fairly and equitably reward employee contribution and performance.

Additionally, the course focuses on the management of benefits and compensation, including the planning and administration of benefits such as health insurance, retirement plans, bonuses, and other incentives. Students study how to design and manage competitive benefits packages that promote employee well-being and satisfaction, while also meeting the needs and expectations of the workforce.

The course also covers variable compensation and recognition, key aspects of motivating and rewarding outstanding performance and the achievement of organizational goals. Students explore strategies to implement incentive systems, bonuses, and recognition programs that drive productivity, engagement, and talent retention within the organization.

Furthermore, compensation management is addressed from a strategic perspective, ensuring that remuneration systems are aligned with organizational strategy and contribute to attracting, motivating, and retaining the talent necessary for achieving business objectives. Students analyze how compensation management can be a key factor in creating competitive advantages and fostering a performance- and equity-driven organizational culture.

2. Program's learning outcomes

The subject-related learning outcomes are distributed as follows:

2.1. Knowledge

- RAT 5 The graduate will be able to distinguish the compensation policies of the organization, with an in-depth knowledge of the concepts that make up the wage bill and staff costs.
- RAT 6 The graduate will be able to describe the job profiles in order to adapt them to the company's strategic and competitive objectives.

2.2. Skills

- RAT 9 The graduate will be able to provide clear and precise explanations of any knowledge/information, both orally and in writing, in Catalan, Spanish and a third language, particularly English.
- RAT 10 The graduate will be able to apply digital technologies (at the right time) in his/her field of expertise.
- RAT 11 The graduate will be able to organize the roles and responsibilities in a human resources department taking into account the employees' capabilities as well as the organizational needs.
- RAT 13 The graduate will be able to apply the labor legislation to the management of human resources in organizations.
- RAT 14 The graduate will be able to develop interpersonal skills of mediation and negotiation in labor conflicts.
- RAT 16 The graduate will be able to organize the different functional and business areas in order to have a positive influence on the organization's procedures and people.

2.3. Competences

- RAT 17 The graduate will be able to provide innovative, creative and entrepreneurial solutions in professional situations.
- RAT 18 The graduate will be able to evaluate the sustainability and social impact of the proposals presented, with ethical, environmental and professional responsibility.
- RAT 19 The graduate will be able to apply the gender perspective in the professional tasks.
- RAT 20 The graduate will be able to create a control system for the implementation of human resources policies.
- RAT 21 The graduate will be able to design indicators, scorecards and processes as a means of measuring the results of people, programs and human resources projects at the organizational level.
- RAT 22 The graduate will be able to design career plans for each job position with the skill profiles required by the organization.
- RAT 23 The graduate will be able to design recruitment and selection processes to ensure efficient human resources hiring.
- RAT 24 The graduate will be able to estimate human resources costs and their impact on the company's overall costs.

RAT 25 The graduate will be able to design methods for the generation of job opportunities that meet the needs of the organization.

3. Subject's learning outcomes

The subject-based learning outcomes for this course are as follows:

- RAM 1 The graduate will be able to correctly identify the vision of people as a source of added value in recruitment, selection, compensation, performance evaluation, and competency development plans through role plays of selection interviews.
- RAM 4 The graduate will be able to appropriately design human resources development strategies through the completion of written tests.
- RAM 6 The graduate will be able to competently validate the diagnosis and decision-making in people and talent management within an information system, equipped with relevant indicators and data, through the analysis of data extracted from a simulated company scenario
- RAM 7 The graduate will be able to accurately examine all compensation tools for optimizing employee remuneration.
- RAM 8 The graduate will be able to correctly identify the non-monetary factors that strengthen employee commitment and emotional connection, through their identification in the analysis of real-world cases.

4. Contents

- **Topic 1: Job Analysis and Job Evaluation**
 - Identification and Description of Responsibilities
 - Job Requirements and Conditions
 - Evaluation Methods
- **Topic 2: Compensation Policies and Pay Equity**
 - Equal Pay
 - Internal and External Equity
 - Transparency in Compensation Systems
- **Topic 3: Benefits and Additional Compensation**
 - Complementary Benefits
 - Other Components of Total Compensation
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Knowledge	Presentation sessions	Student presentations
	Tutorials	Meetings to resolve doubts Follow-up meetings
	Audiovisual-based learning	Analysis of audiovisuals
	Reading-based learning	Reviews / Critical analysis
Skills	Project work	Problem-solving Information searching and processing Presentation of reports and/or work
	Collaborative work	Online debates Discussions of practical cases Collective analysis
	Case-based learning	Information searching and processing Problem-solving
Competencies	Game-based learning	Challenges
	Inquiry-based learning	Research tasks
	Project work	Report preparation Presentation of reports or work

6. Grading system

Continuous assessment

Grading system	Weight
Block 1: Exercises, Problems, Report Preparation, Assignments, Presentations	40 %
Block 2: Participation and Oral Presentations	20 %
Block 3: Final Evaluation Test	40 %

Block 1 will consist of:

- Two individual evaluable activities. 10% each.
- Two group projects or reports. 10% each.

Block 2 will consist of:

- Participation and oral presentations – 20%.

Block 3 will consist of:

- An exam - 40%.

The final grade for the course will be obtained by weighting the three blocks. The minimum weighted grade required to pass is 5.0.

If the student fails Block 1 or Block 3 (or both) with a grade lower than 5.0, they may retake that block or blocks. This grade will average with the other blocks, and the maximum final grade the student can receive is 5.0.

If the student is unable to attend the initial evaluation, and can provide a justified reason (see regulations of the University of Lleida), they may take the exam on the date set for recovery.

Students who do not attend evaluative activities with a weight exceeding 50% will receive a general course grade of “Not presented.”

Alternative Evaluation

The single evaluation consists of a single exam that accounts for 100% of the course. The exam, and therefore the course, is passed with a grade of 5 out of 10 in this final test. If a grade lower than 5.0 is obtained, the student has the right to a recovery exam.

To opt for the single evaluation, it is necessary to send a written request to the coordination during the first 15 business days of the course. The procedure to follow to opt for this single evaluation is established in the specific rules of EAE.

Plagiarism is a fraudulent activity that can lead to severe penalties, both academic and legal. Academic honesty is one of the pillars of the educational commitment of the School, and the members of its teaching community are especially aware and prepared to detect such actions. Given the difficulty often involved in conceptualizing plagiarism, it has been deemed appropriate to clearly define its content and scope in these regulations and policies.

Plagiarism is understood as the appropriation of works or other people's work by passing them off as one's own; that is, without explicitly crediting their origin. Plagiarism can consist of the unauthorized total or partial copying of someone else's work, or presenting the copy as an original work, impersonating the true author. Some examples of plagiarism are:

- Submitting someone else's work as if it were your own, regardless of whether the copy is total or partial.
- Paraphrasing a text by rephrasing it with other words, but making small changes in the language to disguise it and without citing sources.
- Buying or obtaining a work and presenting it as one's own.
- Relying on an idea or phrase from another person to write a new paper without citing the author of the work.

As established in Article 10 of the Academic Code of Conduct for Students at EAE Barcelona, without prejudice to the academic sanctions resulting from its application, the Academic Commission will

promote the legal actions that correspond in case plagiarism could violate applicable regulations regarding intellectual property.

7. Bibliography

- Allen, D. (2001). *Get Organized with Effectiveness*. Ed. Urano.
- Bernabé, M., Lisbona, A. (2012). *Expatriation in Business*. In Arias, A.V.; Morales, J.F.; Nouvilas, E.; Martínez, J.L. (Eds.), *Applied Social Psychology*. Madrid: Panamericana.
- Blanco, J. (2008). *AEDIPE: Talent Development*. Prentice-Hall.