A. Course Description

Credits: 4

Prerequisites: HRM 310 Human Resource Management: A Strategic Framework

Lab Hours/ Weeks: Corequisites: None

Lecture Hours/ Week :

MnTC Goals: None

This course emphasizes the design, administration and communication of employee benefit plans to support organizational mission and goals. Students are taught to set program objectives, understand the dynamic regulatory environment which governs benefits, and learn basic design features for various benefits including medical/dental, life, disability, retirement and flexible benefit plans. The course also examines methods used to communicate and administer benefit programs.

B. Course Effective Dates: 09/06/1999 - Present

C. Outline of Major Content Areas:

See Course Description for major content areas.

D. Learning Outcomes (General)

1. Understand the fundamentals of design, funding, administration, and communication of welfare, qualified and flexible benefit arrangements.
2. Be able to analyze a benefit program, identify program areas and make recommendations for improvement to the program.
3. Have a general understanding of the employee benefit management function.
4. Have a general understanding of the tax and regulatory issues associated with benefit programs.
5. Know how to prepare and present a benefit program proposal to management.
6. Understand where to find benefits information and conduct research.

E. Learning Outcomes (MN Transfer Curriculum)

This contains no goal areas.

G. Special Information

Recommended: MGMT 310 Management Principles or MGMT 320 Organizational Behavior and Finance 390 Principles of Finance.