

Special Topic Brief Outline and Topic List

Below is an outline for the Special Topic Brief, followed by a list of topics from which you may choose. You may select a topic *not* included in this list, after consult with Professor Webb. The Brief is not to exceed seven (7) typewritten, double-spaced pages. Students who select topics that are covered in class, may present that material in class, and receive extra credit. This is optional, however, and requires preparation in consult with Professor Webb.

Special Topic Brief Outline

- I. Introduce the topic.
 - a) Provide a brief history of the topic in relation to compensation or performance appraisal.
 - b) Define and describe the topic (kinds, features, costs, benefits)
 - c) Describe the compensation functions and activities the topic effects.
 - d) Describe implementation factors that are significant to compensation or performance appraisal.
- II. Discuss pertinent regulations, limitations, or controversial aspects of the topic.
- III. Discuss significant strategic shifts or strategic issues taking place in relation to the topic, its purpose, use, administration, or regulation.

Special Topics List

401(k): What It Is and How It is Used in Conjunction with Other Pension Plans
501©(9) Trusts – Appropriate and Inappropriate Uses
Advantages of Dual Pay Structure
An Analysis of Travel and Entertainment Expenses
Broad Banding and Pay Compression
Cafeteria Benefit Structures – Pros and Cons
Cash and Bonus Incentive Plans
Changes in the Americans with Disability Act
Compensating Contingent Workers and Virtual Staff
Compensating Expatriate Managers
Compensating Sales Professional
Compensating Scientists and Engineers
Compensation as a Recruitment Strategy
Computerization of Job Evaluation Systems
Critical Factors in International Compensation
Defined Contribution vs. Defined Benefit Plans
Designing and Implementing Geographic Differentials
Director and Officer Liability Insurance: Its Importance and Use

ESOPs: What They Are and How They Effect Compensation
Executive Pay and Compensation Packages
Flextime as Alternative Compensation
Gainsharing
How Re-Engineering Impacts Compensation Administration
Impact of Computerization on Job Analysis and Job Description
Impact of Outsourcing on Compensation Administration
Impact of Unions on Compensation Management
Improshare
Incentive Plans for Professionals
Ins and Outs of Self-Insurance Plans
Integration of Social Security and Pension Plans
Inter-rater Reliability in Performance Appraisal
IRA: What It Is and How It is Used in Conjunction with Other Pension Plans
Health Care Plans – Comparative Pros and Cons
Legal Status of Comparable Worth
Long Term Disability Plans
Major Features of a Good Pension Plan
Measurement Factors in Performance Appraisal
Merit Pay – Does it Work or Not?
Pay for Performance – Future Directions
Phantom Stock Plans
Profit-Sharing Plans: What They Are and How They Are Used
Discrimination Proof and Defense Strategies
Short Term Disability Plans
Stock Appreciation Rights
Stock Options
Strategic Compensation Issues in Health Care
Strategic Issues in Performance Evaluation
Strengths and Weaknesses of ESOPs
The Rucker Plan
The Scanlon Plan
The Use of Short and Long Term Incentives in High Technology Industries
Tournament Theory and Its Effect on Pay Architecture
Trends in Pay for Time-Not-Worked