

## HRES1130 - Benefits Administration

Credits:	3 (3/0/0)
Description:	This course covers basic knowledge and information about the various types of benefits that are typically offered by employers for their employees.
Prerequisites:	
Corequisites:	
Pre/Corequisites*:	
Competencies:	<ol style="list-style-type: none"> <li>1. Distinguish between legally required and discretionary benefits.</li> <li>2. Identify the considerations influencing the design of a benefit program and implementation and coordination with external providers and technology.</li> <li>3. Identify the primary objectives and examples of employee benefits including income protection, paid time off, and accommodation and enhancement products.</li> <li>4. Describe the company benefits planning process and its connection to a businesses strategic plan.</li> <li>5. Examine why employers offer employee benefits.</li> <li>6. Research the laws and reporting requirements that regulate employee benefits.</li> <li>7. Differentiate between various approaches to benefit plan offerings.</li> <li>8. Describe the different methods used to manage the cost of employee benefits.</li> <li>9. Analyze the communication methods used to build awareness of employee benefit offerings.</li> <li>10. Construct an employee benefit package that supports strategic goals, acknowledges external and internal influences and is compliant with legal requirements.</li> <li>11. Calculate the market cost of an individual employee's benefit package.</li> </ol>
MnTC goal areas:	None

\*Can be taking as a Prerequisite or Corequisite.