

University of Arkansas – Fort Smith

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General Syllabus

OMT 1653 Employee Benefits

Credit Hours: 3

Lecture Hours: 3

Lab Hours: 0

Effective Semester: Summer I 2015

I. Course Information

A. Catalog Description

Covers the psychology, economics and regulation of employee benefits.

II. Student Learning Outcomes

A. Subject Matter

Upon completion of this course, the student will be able to:

1. Understand the psychology of employee benefits.
2. Recognize the economics of employee benefits.
3. Understand the regulation of employee benefits.
4. Recognize employer sponsored retirement plans.
5. Demonstrate knowledge of employer sponsored health insurance programs.
6. Compare approaches to employer-sponsored disability insurance and life insurance.
7. Recognize services provided by the employer.

B. University Learning Outcomes

This course enhances student abilities in the following areas:

Global and Cultural Perspectives

Students will recognize the dominant cultural perspectives in one's own life.

Analytical Skills

Students will perform basic mathematical calculation pertaining to their personal financial matters and develop and interpret compensation, deductions, and benefits.

Quantitative Reasoning

Students will identify appropriate mathematical formulas and principles to solve real-world problems.

III. Major Course Topics

- A. Employee benefits
- B. Psychology of employee benefits
- C. Economics of employee benefits
- D. Regulating of employee benefits