UNIVERSIDADE LUSÍADA
LISBOA

Course Unit Program
ELECTIVE 2 - COMPENSATIONS AND BENEFITS

Academic Year 2025/2026

1. Organic Unit

Faculty of Business and Economic Sciences

2. Course

Human Resource Management

3. Cycle

1st

4. Course Unit

ELECTIVE 2 - COMPENSATIONS AND BENEFITS (11344)

5. Scientific Area

6. Curricular Year

3rd

7. Type of Curricular Unit / Semester

2nd Semester

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8. Class type and workload (work time)

Theoretical classes:	
Practical classes:	
Theoretical-Practical Classes	30,00
Tutorial Guidance:	20,00

9. ECTS Credits

6,00

10. Scientific Area Coordinator

11. Regent

Dr. JOÃO MIGUEL PINHEIRO LOPES DA SILVA FERREIRA

12. Assistants

13. Teaching Language

Portuguese

14. General Objectives

To provide students with fundamental knowledge of compensation and benefits systems, enabling them to understand their strategic role in human resource management and organisational performance, as well as their legal and social framework in the Portuguese context.

15. Specific Objectives

At the end of the course unit, the student should be able to:
. Understand the concepts of compensation, remuneration and total rewards;
. Distinguish between fixed pay, variable pay and employee benefits;
. Analyse and compare different compensation systems;
. Apply basic principles in the design of pay structures;
. Interpret Portuguese labour legislation related to compensation and benefits;
. Assess the impact of compensation policies on employee motivation and performance.

16. Skills to be acquired

Upon successful completion of this course unit, students will be able to:
. Analyse compensation and benefits systems in their organisational, legal, and market contexts;
. Design and implement compensation policies aligned with organisational strategy;
. Assess the effectiveness of compensation and benefits systems using appropriate performance indicators;
. Propose evidence-based improvements, integrating ethical principles and social responsibility.

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17. Teaching Methodology

Teaching is based on a theoretical?practical methodology, combining the presentation of theoretical content with the analysis of practical cases, the resolution of applied exercises, individual and group assignments, as well as tutorial guidance to support coursework and clarify doubts.

18. Course Unit Program

1. Fundamental concepts of compensation and benefits
2. Evolution of remuneration systems
3. Organisational strategy and compensation policies
4. Job analysis and evaluation
5. Pay structures and compensation benchmarking
6. Fixed and variable remuneration
7. Bonuses, incentives and profit sharing
8. Employee benefits: types and trends
9. Legal framework of compensation in Portugal
10. Impact of compensation on motivation, performance and retention

19. Assessment Methods

The assessment of students is carried out throughout the semester, in accordance with the University?s General Regulations for the Assessment of Knowledge (RGAC).
The final grade results from two individual written examinations of a theoretical and practical nature, each contributing 50% to the final mark.

20. Didactic Resources

. E-learning platform
. Digital presentation materials
. Case studies
. Scientific articles and labour legislation
. Software to support compensation analysis (where applicable)

21. Sustainability Objectives

The course unit contributes to the Sustainable Development Goals (SDGs), namely SDG 8 - Decent Work and Economic Growth, by promoting fair, equitable and socially responsible compensation practices.

22. Keywords

Compensation; Benefits; Remuneration; Rewards; Human Resource Management

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23. Main Bibliography

Author(s): Milkovich, G. T., Newman, J. M., & Gerhart, B.
Title: Compensation
Edition: 13.ª Year: 2020
Local: Nova Iorque
Publisher: McGraw-Hill Education
ISBN Code: 9781260045447

Author(s): Chiavenato, I.
Title: Gestão de Recursos Humanos: O Capital Humano das Organizações
Edition: 10.ª Year: 2020
Local: São Paulo
Publisher: Atlas
ISBN Code: 9788597025958

Author(s): Armstrong, M.
Title: Armstrong Handbook of Reward Management Practice
Edition: 15.ª Year: 2021
Local: Londres
Publisher: Kogan Page
ISBN Code: 9781398604868

24. Complementary Bibliography

Author(s): Rego, A., Cunha, M. P. e, Gomes, J. F. S., Cunha, R. C. e, Cabral-Cardoso, C., & Marques, C. A.
Title: Manual de Gestão de Pessoas e do Capital Humano
Edition: 3.ª Year: 2015
Local: Lisboa
Publisher: Edições Sílabo
ISBN Code: 978-972-618-506-2

Author(s): Camara, P.
Title: Os sistemas de Recompensas e a Gestão Estratégica de Recursos Humanos
Edition: 4ª Year: 2016
Local: Lisboa
Publisher: Publicações D. Quixote

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