

<b>INSTITUTE</b>	<b>FACULTY OF MANAGEMENT STUDIES</b>
<b>PROGRAM</b>	<b>BACHELOR OF BUSINESS ADMINISTRATION (HONS.)</b>
<b>SEMESTER</b>	<b>5</b>
<b>COURSE TITLE</b>	<b>COMPENSATION MANAGEMENT</b>
<b>COURSE CODE</b>	<b>04BB1512</b>
<b>COURSE CREDITS</b>	<b>4</b>

**Course Outcomes:** After completion of this course, student will be able to:

- 1 Understand a pay system that is consistent for employees within the organization.
- 2 Analyse the effect of Job Design and Job Evaluation on Compensation.
- 3 To be able to explain the effect of compensation on motivation of employees.
- 4 Identify and describe a variety of reward systems used for various groups in an organisation.
- 5 Implement and administer a compensation system according to the firm's policies and the legal requirements.

**Pre-requisite of course:**NONE

#### Teaching and Examination Scheme

<b>Theory Hours</b>	<b>Tutorial Hours</b>	<b>Practical Hours</b>	<b>ESE</b>	<b>IA</b>	<b>CSE</b>	<b>Viva</b>	<b>Term Work</b>
4	0	0	50	30	20	0	0

<b>Contents : Unit</b>	<b>Topics</b>	<b>Contact Hours</b>
1	<b>Concept of Compensation</b> Introduction to Compensation Management, Compensation Management: The Indian Context, Employee Compensation and the Labour Market, Economic Theories and Compensation Management	10
2	<b>Benefits and Relationship of Compensation with Motivation, Job Design and Job Evaluation</b> Employee Benefits, Employee Motivation and Compensation, Compensation Management and Job Design, Compensation Management and Job Evaluation	10
3	<b>Types of Compensation</b> Financial Rewards, Non-Financial Rewards, Performance-related Compensation, Team-based Compensation, Bonus Schemes	9

<b>Contents : Unit</b>	<b>Topics</b>	<b>Contact Hours</b>
4	<b>Rewarding Special Groups and Strategic Compensation Management</b> Executive Compensation, Sales Compensation Plan, Knowledge Workers Compensation, Rewarding Manual Workers, Compensation for Expatriates and Repatriates	10
5	<b>Managing Rewards and Strategic Compensation Management</b> Managing Rewards, Legal and Taxation Issues on Employee Compensation, Strategic Compensation Management, Quantitative Tools, and Innovation in Compensation	9
<b>Total Hours</b>		<b>48</b>

**Textbook :**

- 1 Compensation Management, Dipak Kumar Bhattacharyya, Oxford, 2014
- 2 Compensation & Reward Management, B.D.Singh, Excel, 2017
- 3 Armstrong's Handbook of Reward Management Practice, Micheal Armstrong, Kogan Publication, 2010

**References:**

- 1 International Human Resources Management a Cross-Cultural Approach, International Human Resources Management a Cross-Cultural Approach, Terence Jackson, SAGE, 2010
- 2 International Human Resource Management, International Human Resource Management, MonirTayeb, Oxford, 2004

**Suggested Theory Distribution:**

The suggested theory distribution as per Bloom's taxonomy is as follows. This distribution serves as guidelines for teachers and students to achieve effective teaching-learning process

Distribution of Theory for course delivery and evaluation					
<b>Remember / Knowledge</b>	<b>Understand</b>	<b>Apply</b>	<b>Analyze</b>	<b>Evaluate</b>	<b>Higher order Thinking</b>
10.00	20.00	25.00	25.00	10.00	10.00

**Instructional Method:**

- 1 THEORY