

INSTITUTE	FACULTY OF MANAGEMENT STUDIES
PROGRAM	BACHELOR OF BUSINESS ADMINISTRATION
SEMESTER	5
COURSE TITLE	COMPENSATION MANAGEMENT
COURSE CODE	04BB1512
COURSE CREDITS	4

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

Theory Hours	Tutorial Hours	Practical Hours	ESE	IA	CSE	Viva	Term Work
4	0	0	50	30	20	0	0

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

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

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					
Remember / Knowledge	Understand	Apply	Analyze	Evaluate	Higher order Thinking
10.00	20.00	25.00	25.00	10.00	10.00

Instructional Method:

- 1 THEORY

Supplementary Resources:

- 1 <https://www.sage.com/en-gb/blog/glossary/what-is-compensation-management/#:~:text=Compensation%20management%20means%20the%20specialist,also%20benefits%2C%20bonuses%20and%20rewards.>
- 2 <https://www.hibob.com/hr-glossary/compensation-management-planning/>

Supplementary Resources:

- 3 <https://www.techtarget.com/searchhrsoftware/definition/compensation-management>
- 4 <https://minthr.com/glossary/compensation-management/>
- 5 <https://www.iedunote.com/compensation-management>