

<b>COURSE TITLE</b>	<b>COMPENSATION MANAGEMENT</b>
<b>COURSE CODE</b>	<b>04BB2512</b>
<b>COURSE CREDITS</b>	<b>4</b>

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

- 1 Build an understanding of a pay system that is consistent for employees within the organization.
- 2 Analyze the effect of job design and evaluation on compensation.
- 3 Demonstrate how compensation impacts employee motivation
- 4 Identify and describe a variety of reward systems used for different groups in an organization.
- 5 Implement and administer a compensation system according to the firm's policies and the legal requirements.

**Pre-requisite of course:**N/A

#### 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 – Wage plans – introduction , importance and types of wage plans	10
2	<b>Benefits and Relationship of Compensation with Motivation, Job Design and Job Evaluation</b> Employee Benefits, , Employee Motivation, Compensation, , Compensation Management and Job Design, , Compensation Management and Job Evaluation	12
3	<b>Types of Compensation</b> Financial Rewards, Non-Financial Rewards, , Performance-related Compensation, Team-based Compensation, Bonus Schemes, Legal framework in compensation management with special reference to Indian Context – minimum wages act, , provident fund Act, , Gratuity Act, Maternity benefit act, Ethical issues in compensation management	14

<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	12
5	<b>Managing Rewards and Strategic Compensation Management</b> Managing Rewards, , Legal and Taxation Issues on Employee Compensation,, Strategic Compensation Management, Quantitative Tools, , Innovation in Compensation	12
<b>Total Hours</b>		<b>60</b>

### **Textbook :**

- 1 Compensation Management, Dipak Kumar Bhattacharyya, Oxford, 2014
- 2 Compensation & Reward Management, B.D.Singh, Excel, 2017
- 3 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

### **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 / Creative</b>
0.00	0.00	35.00	35.00	30.00	0.00

### **Instructional Method:**

- 1 Theory