

GUJARAT TECHNOLOGICAL UNIVERSITY

MASTER OF BUSINESS ADMINISTRATION

Year – 2 (Semester – III) (W.E.F. Academic Year 2018-19)

Specialization: Human Resource Management

Subject Name: Compensation Management (CM)

Subject Code: 3539233

1. Learning Outcome:

- Providing insights in to strategic choices in managing compensation.
- In-depth analysis of major Compensation issues in the context of current theory, research and practice.
- Illustrating new development and as well as established approaches to compensation decision.

2. **Course Duration:** The course duration is of **36 sessions of 75 minutes** each.

3. Course Contents:

| Module No. | Module Content | No. Of Sessions | 70 marks External Exams. |
|------------|--|-----------------|--------------------------|
| I | Part I, II Armstrong's book | 9 | 17 |
| II | Part III and IV Armstrong's book | 9 | 17 |
| III | Part V and VI Armstrong's book | 9 | 18 |
| IV | CM related Labour Laws- P K Padhi's book. <ul style="list-style-type: none">• Payment of Wages Act, 1936.• Minimum Wages Act, 1948.• Payment of Gratuity Act, 1972.• Payment of Bonus Act, 1965• Equal Remuneration Act, 1976.• Income tax act provisions with respect to salaried persons.• Employees' State Insurance Act, 1948.• Employees' P F & Misc Provisions Act, 1952.• Workmen's Compensation Act, 1923.• Maternity Benefits Act, 1981• Medclaim Policies and their salient features | 9 | 18 |
| V | Practical: Study pay structure of at least 3 companies from 3 different industries. Propose 'Revised Pay Structure' based on the study of the subject. | --- | (30 marks CEC) |

4. Teaching Method:

The course will use the following pedagogical tools:

- (a) Case discussion covering a cross section of decision situations.
- (b) Discussions on issues and techniques of Marketing.
- (c) Projects/ Assignments/ Quizzes/ Class participation etc

5. Evaluation:

| | | |
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| A | Projects/Assignments/Quiz/Class Participation, etc. | Weightage (50%) (Internal Assessment) |
| B | Mid-Semester Examination | Weightage (30%) (Internal Assessment) |
| C | End-Semester Examination (Min. 30% Theory and Mon. 70% Practical) | Weightage (70%) (External Assessment) |

6. Reference Books:

| Sr. No. | Author | Name of the Book | Publisher | Year of Publication |
|---------|---|---|-------------|----------------------|
| 1 | Michael Armstrong | Armstrong's Handbook of Reward Management Practices- Improving Performance Through Reward (For Modules 1,2 and 3) | Kogan Page | Latest Edition |
| 2 | Dipak Kumar Bhattacharyya | Compensation Management | Oxford | Latest Edition |
| 3 | P.k.Paldhi | Personnel Management and Industrial Relation | Tech India. | Latest Edition |
| 4 | Milkovich, Newman, Venkat Ratnam | Compensation | McGraw Hill | Latest Edition |
| 5 | Tapomoy Deb | Compensation Management- Text and Cases | Excel | Latest Edition |
| 6 | Mousumi Bhattacharya, Nilanjan Sengupta | Compensation Management | Excel | Excel Latest Edition |

Note: Wherever the standard books are not available for the topic appropriate print and online resources, journals and books published by different authors may be prescribed.

7. List of Journals/Periodicals/Magazines/Newspapers, etc.

1. Journal of Compensation Management
2. Offers Letters from Corporates and SMEs to employees (if not confidential)
3. Handbook of Labour Economics
4. Journal Of accounting & economics
5. Strategic Management Journal
6. Academy of Management Journal