

GUJARAT TECHNOLOGICAL UNIVERSITY

MASTER OF BUSINESS ADMINISTRATION (Part-Time)

Year II (Semester: –IV) (W.E.F. Academic Year 2018-19)

Specialization: Human Resource Management

Subject Name: Compensation Management (CM)

Subject Code: 3549933

Subject Credits: 3

Total Marks: 150

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• Mediclaim 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:

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