

**MBA II Semester IV
Compensation Management (HR Elective)**

1. Course Objectives:

To provide insights in to strategic choices in managing compensation. There have been several innovations in the field of Compensation. The courses will emphasis on this compensation model. The course also provides major Compensation issues in the context of current theory, research and practice. The practices illustrate new development and as well as established approaches to compensation decision.

2. Course Duration:

The total hours for teaching this course will be 50 hours, which will be divided into 40 sessions of 75 minutes duration each.

3. Course contents:

The course will contain following modules:

Module No.	Modules / Sub-Modules	Sessions	Marks (20% of 70 each)
I	Part I and Part II of Armstrong's book	8	14
II	Part III and Part IV <do>	8	14
III	Part V and VI <do>	8	14
IV	CM related Labour Laws- P K Padhi's book. (i) Payment of Wages Act, 1936. (ii) Minimum Wages Act, 1948. (iii) Payment of Gratuity Act, 1972. (iv) Payment of Bonus Act, 1965 (v) Equal Remuneration Act, 1976. (vi) Income tax act provisions with respect to salaried persons.	8	14
V	(i) Employees' State Insurance Act, 1948. (ii) Employees' P F & Misc Provisions Act, 1952. (iii) Workmen's Compensation Act, 1923. (iv) Maternity Benefits Act, 1981 (v) Unorganised Sector Workers' Social Security Act, 2008 (vi) Social Security Act (vii) Medclaim Policies and their salient features	8	14

4. Teaching Methods:

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:

The evaluation of participants will be on continuous basis comprising of the following elements:

A	Projects/ Assignments/ Quizzes/ Class participation etc	Weightage 10% (Internal Assessment)
B	Mid-Semester examination	Weightage 20 % (Internal Assessment)
C	End –Semester Examination	Weightage 70% (External Assessment)

6. Text Books:

Sr. No.	Authors	Name of the Books	Publisher	Edition & Year of Publication
T1	Michael Armstrong	Armstrong's Handbook of Reward Management Practices- Improving Performance Through Reward(For Modules 1,2 and 3)	Kogan Page	3 rd Edition
T2	P K Padhi	Labour and Industrial Laws (For Modules 4 and 5- CM related Labor Laws)	PHI	2007 Edition
T3	Dipak Kumar Bhattacharyya	Compensation Management	Oxford	2009 Edition

7. Reference Books:

Sr. No.	Authors	Name of the Books	Publisher	Edition & Year of Publication
R1	Milkovich, Newman, Venkat Ratnam	Compensation	Tata McGraw Hill	9 th Edition
R2	Tapomoy Deb	Compensation Management- Text and Cases	Excel	2009 Edition
R3	Taxmann's	Labour Laws(Bare Acts)	Taxmann's	Latest Edition
R4	Mousumi Bhattacharya, Nilanjan Sengupta	Compensation Management	Excel	Latest Edition
R5	K. Bhatia	Compensation Management	Himalaya	Latest Edition
R6	Goel	Performance Appraisal and Compensation Management: A Modern Approach	PHI	Latest Edition
R7	Lance Berger and Dorothy Berger	The Compensation Handbook	McGraw Hill	Latest Edition
R8	Sharon Koss	Solving the Compensation Puzzle: Putting Together a Complete Pay and Performance System (Practical Hr Series)	SHRM	Latest Edition
R9	James F. Reda, Stewart Reifler, Laura G. Thatcher, and Philip R. Lochner	The Compensation Committee Handbook	Wiley	3rd Edition
R10	James D. Cotterman	Compensation Plans for Law Firms, Fourth Edition by	ALA	3rd Edition
R11	B D Singh	Compensation and Reward Management	Excel	Latest Edition

8. Lists of Journals/ Periodicals/ Magazines/ Newspapers:

Journal of Compensation Management.

NB: The Instructor/s (Faculty Member/s) will be required to guide the students regarding suggested readings from Text(s) and references in items 6 and 7 mentioned above.

9. Session plan

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Session no.	Topic
1-4	An Overview of Reward Management, The Reward System, Total Reward, Strategic Reward, International Reward
5-8	Performance Management and Reward, Engagement and Reward, Financial and Non-financial Reward, Contingent Pay Scheme, Bonus Scheme, Team Pay, Rewarding for Business Performance, Recognition scheme
9-12	Valuing and Grading Jobs Pay levels, Job Evaluation Schemes, Equal Pay, Market Rate Analysis, Grade and Pay Structures
13-16	Rewarding Special Groups Rewarding Directors, Senior Executives, Sales, Services staff, Knowledge workers, manual workers,
17-20	Employee Benefit and Pension Scheme Employee Benefits, Flexible Benefits, Pension Scheme
21-24	The Practice of Reward Management Developing Reward System, Managing Reward System, Evaluating Reward System, Responsibility for Reward
25-28	Payment of Wages Act, 1936. Minimum Wages Act, 1948. Payment of Gratuity Act, 1972.
29-32	Payment of Bonus Act, 1965 Equal Remuneration Act, 1976. Income tax act provisions with respect to salaried persons.
33-36	Employees' State Insurance Act, 1948. Employees' P F & Misc. Provisions Act, 1952. Workmen's Compensation Act, 1923.
37-40	Social Security Act Maternity Benefits Act, 1981 Unorganised Sector Workers' Social Security Act, 2008 Mediclaim Policies and their salient features