



Masters of Business Administration (MBA) – Semester - 3 Course Teaching Plan

Course Title: Compensation Management
Course Code: 340033302
Course Credit: 4

1. Course Introduction: The course of compensation management introduces you to the basic elements of compensation. It will also provide guidance on the approaches that can be adopted to the development and management of reward systems that will contribute to improving organizational, team and individual performance while respecting and catering for the needs of employees. In the end, a final project will be given where the student needs to identify various component of compensation in any corporate.

2. Course Objectives:

- To study compensation management practices with respect to business environment
- To learn various methods of compensating performance...
- To study job evaluation and grading in jobs
- To study compensation across various groups in organization
- To learn various laws related to compensation

3. Course Learning Outcome:

CLO1 Understand compensation management practices with respect to business environment

CLO 2 Develop various methods of compensating performance

CLO 3 Develop and distribute incentives through evaluation of job.

CLO 4 Develop reward system for special group i.e. senior executive, knowledge worker, sales executive and manual worker.

CLO 5 Develop an understanding about calculation of Salary and Income Tax.

4. CLO –PO Mapping Matrix

	PO1	PO2	PO3	PO4	PO5
CLO1	3	3	3	3	2
CLO2	3	3	2	3	-
CLO3	3	3	2	3	3
CLO4	3	2	2	2	-
CLO5	3	3	2	1	-

Correlation levels: 3= 'High', 2='Medium', 1='Low' and '-' = No correlation

Course Duration: The course duration is of 45 sessions of 60 minutes each i.e. 45 hours

Sessions No.	Topics
	Unit-I Compensation Management
1-3	Compensation management and its components- Overview
4-6	Total Rewards- Components and Implementation
7-9	International Reward
	Unit-II Reward Management
10-12	Rewards as a tool of performance management and Employee Engagement
13-15	Recognition Scheme & other non-financial rewards
16-17	Variable Pay Schemes/ Contingent Pay Scheme and Bonus Scheme
18-20	Rewarding Team
	Unit-3 Job Evaluation
21-25	Job Evaluation and Market rate Analysis
Unit 4: Compensation for various Levels	
26-32	Compensation for Executive & Sr management Sales and Customer Service Staff Knowledge Workers Manual Workers
Unit 5 : Income Tax	
33-36	Income Tax and salary
37-40	Capstone Project Assess salary component and design Total Reward Management

5. Assessment Scheme :

Specific assessment method	% Weightage	Theory	Practical
Exam	50%	√	
Class Attendance	15%	√	√
Class Participation	15%	√	√
Class Assignment	10%	√	√
Capstone Project	10%	√	√

Educational Resources

Educational Resources	Description
i. Text Book	Armstrong's Handbook of Reward Management Practice: Improving Performance Through Reward, Latest edition. Author(s): Michael Armstrong
ii. Reference Book	Compensation Management, latest edition. Author-Dipak Kumar Bhattacharyya
iii. Journals/ Magazine/periodicals	<ul style="list-style-type: none"> ● Procedia Social &behaviour sciences- Reward Management and Job Satisfaction among Frontline Employees in Hotel Industry in Malaysia ● Human Resource management review- Employee compensation: The neglected area of HRM research
iv. Video lecture (NPTEL, MOOC, you tube lecture)	https://www.youtube.com/watch?v=sGK6ACC5fa0
v. Course related important Web links	<p>1.https://www.hibob.com/hr-glossary/compensation-management-planning/</p> <p>2.https://www.sageintacct.com</p>