

## **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
	<b>Unit-I Compensation Management</b>
1-3	Compensation management and its components- Overview
4-6	Total Rewards- Components and Implementation
7-9	International Reward
	<b>Unit-II Reward Management</b>
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
	<b>Unit-3 Job Evaluation</b>
21-25	Job Evaluation and Market rate Analysis
<b>Unit 4: Compensation for various Levels</b>	
26-32	Compensation for Executive & Sr management Sales and Customer Service Staff Knowledge Workers Manual Workers
<b>Unit 5 : Income Tax</b>	
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
<b>i. Text Book</b>	Armstrong's Handbook of Reward Management Practice: Improving Performance Through Reward, Latest edition. Author(s): Michael Armstrong
<b>ii. Reference Book</b>	Compensation Management, latest edition. Author-Dipak Kumar Bhattacharyya
<b>iii. Journals/ Magazine/periodicals</b>	<ul style="list-style-type: none"> <li>● <b>Procedia Social &amp;behaviour sciences-</b> Reward Management and Job Satisfaction among Frontline Employees in Hotel Industry in Malaysia</li> <li>● <b>Human Resource management review-</b> Employee compensation: The neglected area of HRM research</li> </ul>
<b>iv. Video lecture (NPTEL, MOOC, you tube lecture)</b>	<a href="https://www.youtube.com/watch?v=sGK6ACC5fa0">https://www.youtube.com/watch?v=sGK6ACC5fa0</a>
<b>v. Course related important Web links</b>	1. <a href="https://www.hibob.com/hr-glossary/compensation-management-planning/">https://www.hibob.com/hr-glossary/compensation-management-planning/</a> 2. <a href="https://www.sageintacct.com">https://www.sageintacct.com</a>