

GANPAT UNIVERSITY									
FACULTY OF MANAGEMENT STUDIES									
Programme	Master of Business Administration				Branch/Spec.	Human Resources Management			
Semester	III				Version	1.0.0.1			
Effective from <i>Academic Year</i>			2021-22		Effective for the batch Admitted in			June 2020	
Subject code	2IIIA07CMA		Subject Name		COMPENSATION MANAGEMENT				
Teaching scheme					Examination scheme (Marks)				
(Per week)	Lecture(DT)		Practical(Lab.)		Total		CE	SEE	Total
	L	TU	P	TW					
Credit	4	0	0	0	4	Theory	60	40	100
Hours	4	0	0	0	4	Practical	-	-	-
Pre-requisites:									
Objectives									
The Objective of the course make student understand different conceptual framework and techniques for compensation and its management									
Learning Outcomes:									
<ul style="list-style-type: none"> • 2IIIA07CMA.CO1: Understand the structure and dynamics of the labour market to apply key theories of wages and motivation in compensation decisions. • 2IIIA07CMA.CO2: Understand job design and evaluation methods to develop effective and equitable compensation structures. • 2IIIA07CMA.CO3: Apply the concepts of wage administration and relevant legal frameworks to manage and design effective compensation systems in India • 2IIIA07CMA.CO4: Examine and assess innovative compensation and incentive strategies aligned with organizational performance and international standards. 									
Theory syllabus									
Unit	Content								Hrs
1	Labour Market and Compensation Management: Labour Market: Structure, Characteristics & Recent Trends, Conceptual Framework of Compensation Management, Theories of wages and motivation, Methods of payment								15
2	WAGE DETERMINATION: Compensation Policy at Micro Level, Internal and External Parity, Job Design and Evaluation: Concept, Scope, Methods and techniques, Performance based pay systems, Knowledge based pay system & Market based pay system, Pay Structure, Broad banding.								15
3	WAGE ADMINISTRATION IN INDIA : Wage Policy in India, Methods of wage determination in India, Wage Boards: Structure, Scope and functions, Role of Collective bargaining in wage determination, The Pay Commission and its importance, Methods of payment. Legal Framework in Compensation (Minimum wages Act, Payment of Wages Act & Payment of Bonus Act & Payment of Gratuity act, Wage Bill Code).								15
4	EMPLOYEE BENEFITS AND INCENTIVES: Payment by Result, Performance Linked Compensation, Executive Compensation, Benefits and Services, Tax Planning and International Compensation								15
Practical content									
Text Books									
1	B D Singh, Compensation and Reward Management, Excel Publications.								
2	Dipak Kumar Bhattacharyya, Compensation Management, Oxford Publications.								

Reference Books	
1	Milkvich & Newman : Compensation - TMH
2	Sinha P.R.N. – Wage Determination in India
3	Henderson – Compensation Management in knowledge based world, Pearson.
4	Martocchio – Strategy Compensation , Pearson.
5	Pramod Verma –Labour Economics and Industrial Relations
6	Bergess, Lenard R. – Wage & Salary Administration, London, Charles Evami
7	Micton , Rock . Hand Book of Wage & Salary Administration, Helen.
8	K.N. Subramarniam , Wages in India
9	Sharma A.M. – Understanding Wage System – Himalaya
10	Henderson- Compensation Management in a Knowledge Based world- Pearson

Note:

Version 1.0.0.0 (First Digit= New syllabus/Revision in Full Syllabus, Second Digit=Revision in Teaching Scheme, Third Digit=Revision in Exam Scheme, Forth Digit= Content Revision)

L=Lecture, TU=Tutorial, P= Practical/Lab., TW= Term work, DT= Direct Teaching, Lab.= Laboratory work

CE= Continuous Evaluation, SEE= Semester End Examination

Mapping of CO with PO and PSO:

Semester 3: Course Name: 2IIIA07CMA COMPENSATION MANAGEMENT							
Course outcomes	PO1	PO2	PO3	PO4	PO5	PO6	PO7
2IIIA07CMA.CO1	2	3	0	2	2	3	1
2IIIA07CMA.CO2	2	3	0	3	3	3	1
2IIIA07CMA.CO3	3	2	2	1	2	3	1
2IIIA07CMA.CO4	2	3	1	3	3	3	1

Semester 3: Course Name: 2IIIA07CMA COMPENSATION MANAGEMENT			
Course outcomes	PSO1	PSO2	PSO3
2IIIA07CMA.CO1	2	1	2
2IIIA07CMA.CO2	2	1	3
2IIIA07CMA.CO3	3	1	2
2IIIA07CMA.CO4	2	1	3