

BCH 509**Class: BCOM HONS (semester V)****Subject : COMPENSATION MANAGEMENT**

Sr.no.	Topics	Teaching points	Specific objective	Methods, approaches And techniques	Resources & links
UNIT I	Introduction	Concept, Principles and Practices; Theories of Compensation; Compensation in a Knowledge Based World.	To provide knowledge to the students about Meaning, principles, concepts and various concepts of compensation.	Lecture method, group discussion, black board method, snap test, assignments	1. Venkataratnam, C.S., and B. K. Srivastava, 'Personnel Management and Human Resources', Tata McGraw Hill. 2. Thomas, J. Bergman, V.G. Scarpello and F.S. Hills. 'Compensation Decision Making', Dryden press
	Job and performance Evaluation	Foundations of Compensation - Performance Evaluation, Job Evaluation - Job Grading and Job Design	Grading method, ranking method, point factor, factor comparison, classification method, Management by Objective (MBO) Critical Incident Method, Checklist Method, 360-Degree Performance Appraisal, Self-Evaluation Ratings Scale, Performance Test, Job Enrichment Job enlargement		
	Executive Compensation.	Monetary and Non-Monetary Rewards;	Bonuses, Commissions., Merit pay, Profit sharing, Stock options, Healthcare benefits,		

	Compensation and Organizational Strategy	Fringe Benefits, Developing Strategic Compensation Alternatives; Challenges of Compensation Design and Compensation Policies in India.	Life insurance, Promotion. Vehicle or vehicle allowance		
UNIT-II	Components of Compensation	Components of pay and other allowance	Basic Pay, D.A., HRA, Other Allowances, Perquisites, Incentives Plans, Profit Sharing Schemes, Provident fund, Gratuity and Pension. Payroll Accounting -Tax planning, Tax Efficient Compensation Package.		
	Compensation related laws in India	International Compensation Management Components and Approaches	Compensation Laws- Payment of Wages Act, Payment of Gratuity Act, Employees State Insurance Act, and Work men's Compensation Act.		

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QUESTION BANK:

- 1.Explain purchasing power theory?**
- 2.Explain expectancy theory.**
- 3.what is wage fund theory?**
- 4.What is job evaluation.**
- 5.Write short note on grading method of job evaluation.**
- 6.What is job rotation?**
- 7.What is job enrichment.**
- 8.What is job enlargement?**
- 9.Define performance appraisal.**
- 10.Write short note on;**
- 11.-rating scales**
- 12.Forced choice method**
- 13.Forced distribution method.**
- 14.Management by objectives**
- 15.Discuss basic salary.**
- 16.Explain individual plans.**
- 17. Explain profit sharing scheme of compensation.**
- 18.What are the benefits of ESOP to a business concern**
- 19. Discuss gratuity and pension as retirement benefits.**
- 20.Discuss the objectives of wage policy in India.**
- 21. Explain the scope of “The Payment of wages act”.**
- 22. Discuss recent trends in compensation management.**