

SYLLABUS PLAN 2021-22

BBA- 330(6TH SEM)

SUBJECT- COMPENSATION MANAGEMENT

SR.NO	TOPICS	TEACHING POINTS	SPECIFIC OBJECTIVES	METHOD APPROACHES AND TECHNIQUES	RESOURCES AND LINKS
UNIT-I	Compensation management:’ Theoretical dimensions of Compensation:	Compensation management: concept, objectives, principles, importance of good compensation system, factors influencing compensation levels. Theoretical dimensions of Compensation: economic theories, behavioral theories: content theories, process theories.	The objective of this course is to help the students understand basics of managing compensation systems of an organization and understand its application	Research study, Recent developments in industry in relation to GST, Discussion, Lecture method, PPT’s	1. Armstrong M., and Murlis, H., Reward Management: A handbook of salary administration, Kogan Page, London. 2. Singh, B. D., Compensation and Reward Management, Excel Books. 3. Bhattacharya, D. K., Compensation Management, Second Edition, Oxford University Press.

		<p>Job meaning, importance methods, evaluation performance appraisal.</p> <p>Evaluation: features, and job and</p>			<p>4. Gerhart B., and Rynes, S. L., Compensation: Theory, Evidence and Strategic Implications, Sage South Asia Paperback Edition.</p> <p>5. Henderson, R., Compensation Management-Rewarding Performance, Prentice Hall Inc.</p> <p>6. Milkovich, G., Newman, J., and Venkataratnam, C. S., Compensation, Special Indian Edition, McGraw Hill Education.</p> <p>7. V.S.P. Rao, Human Resource Management: Text and cases, Excel Books.</p>
UNIT-II	Components of pay:	Components of pay: basic pay, dearness	The objective of this course is to	Research study, Action research,	1. Armstrong M., and Murlis, H., Reward

	<p>Fringe benefits: Executive Compensation:</p>	<p>allowance, Incentive plans: features, individual, group incentive plans, profit sharing schemes, Employee Stock Ownership. Fringe benefits: need, objectives, types of fringe benefits, retirement benefits: provident fund, gratuity and pension. Executive Compensation: meaning, components, and strategies: skill based pay, competency based pay, broad banding and variable pay system, new trends in compensation management GST Portal: GST Eco system,</p>	<p>help the students understand basics of managing compensation systems of an organization and understand its application</p>	<p>Examples, Recent developments in industry, Discussion, Lecture method, PPT's</p>	<p>Management: A handbook of salary administration, Kogan Page, London. 2. Singh, B. D., Compensation and Reward Management, Excel Books. 3. Bhattacharya, D. K., Compensation Management, Second Edition, Oxford University Press. 4. Gerhart B., and Rynes, S. L., Compensation: Theory, Evidence and Strategic Implications, Sage South Asia Paperback Edition. 5. Henderson, R., Compensation Management- Rewarding Performance, Prentice Hall Inc. 6. Milkovich, G.,</p>
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		GST suvidha provider.			Newman, J., and Venkataratnam, C. S., Compensation, Special Indian Edition, McGraw Hill Education. 7. V.S.P. Rao, Human Resource Management: Text and cases, Excel Books.
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Questions:

1. What is the concept of performance appraisal?
2. Enlist the steps in process of performance appraisal.
3. What are the various factors that affect compensation levels in an organisation ?
4. Elaborate the process of Job-evaluation as employed in business enterprise.
5. What is performance appraisal ? What are its objectives ?

6. Define Job enrichment. What are its advantages and disadvantages ? How is it different from Job enlargement ?
7. Explain various forms of incentive plans offered by an employer in the compensation package.
8. Discuss the rationale of profit sharing compensation scheme. What is its importance ?
9. Discuss the retirement benefits offered to employees along with their provisions.
10. Discuss the latest trends in compensation management.
11. Explain the significance of compensation management.
12. What is Job-Evaluation ?
13. Explain individual incentive plans.
14. Explain the benefits of ESOPs to a business concern.
15. Discuss Gratuity as a component of retirement benefits.
16. Write short note on variable pay