

**BHARATI COLLEGE**  
**UNIVERSITY OF DELHI**  
**TEACHING PLAN**

Teacher	Dr. KALPANA KATARIA	Course	B.Com Hons
Year	2021	Semester	VI
Paper	Compensation management	Number of Lectures per week	5
Pedagogy and Teaching Tools	1.Lecture and discussion 2. Case study 3. Power point presentation 4. You tube lectures	Shared: Yes/No	NO
UNIT	TOPIC (Theory)	WEEK	Learning outcomes
Unit-1 <b>Compensation Management</b>	Concept, principles and practices; Consequences of pay dissatisfaction.	1-2 week	To enable the students to design and administer a compensation system that rewards employees fairly while stimulating them to provide goods and services that satisfy customer demands and permitting the organisation to operate profitably.
Unit 2 <b>Foundations of Compensation</b>	Performance evaluation, Job evaluation – Job grading and Job design; Theories of Compensation; Executive Compensation.	3-4 week	Understanding of Performance evaluation and Theories of Compensation.
Unit 3 Compensation Strategy and Policy	Developing Strategic Compensation alternatives; Challenges of compensation design; broad bending; compensation policies in India.	5-6 week	Understanding of Challenges of compensation design and compensation policies in India.
Unit-4 <b>Components of Compensation</b>	Basic Pay, D.A. Incentives Plans; Profit Sharing Schemes; Employee Stock Ownership; Fringe benefits & retirement benefits, provident fund, gratuity, pension.	7-9 week	Understanding of concepts of Basic Pay, D.A. Incentives Plans; Profit Sharing Schemes; Employee Stock Ownership; Fringe benefits & retirement benefits, provident fund, gratuity, pension.

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Unit 5 <b>International Compensation Management</b>	Components of International Compensation package; approaches to international compensation.	10-11 week	Understanding of Components of International Compensation package; approaches to international compensation.
Unit-6 <b>Compensation Laws</b>	Payment of Wages Act, Minimum Wages Act., Bonus Act., Payment of Gratuity Act., Employees State Insurance Act., and Workmen's Compensation Act.	12-15 week	Understanding of Payment of Wages Act, Minimum Wages Act., Bonus Act., Payment of Gratuity Act., Employees State Insurance Act., and Workmen's Compensation Act.
Assessment Details: Evaluation through test & Assignment and Presentations			

Reading list:

1. Armstrong, M. & Hellen Murlis. *Reward Management. A handbook of Remuneration Strategy*.
2. Dwivedi, R.S. *Managing Human Resources; Personnel Management in the Indian Enterprises*. Galgotia Publishing Co.
3. Venkataratnam, C.S., & B. K. Srivastava. *Personnel Management and Human Resources*. Tata McGraw Hill.
4. Thomas, J. Bergman, V.G. Scarpello and F.S. Hills. *Compensation Decision Making*. Dryden Press.
5. Dunn, J.D. and F. M. Rachal. *Wage and Salary Administration: Total Compensation*

*System*. McGraw Hill, New York.

George, T. Milkovich and J.M. Newman. *Compensation*. Irwin.

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