

Indraprastha College for Women

University of Delhi

Course Name:	B.A (P)
Paper Title:	Compensation Management
Unique Paper Code:	2413200003
Semester:	V
Faculty(s):	Dr. Abha Rani
Year:	2026

Unit No.	Learning Objective	Lecture No.	Topics to be Covered
2	Job Evaluation	1, 2, & 3	Methods of Job Evaluation; Incentive plans for production employees and for other professionals, Benefits & Incentive practices in Indian industry.
2	Job Evaluation	4, 5, & 6	developing effective incentive plans, pay for performance; Supplementary pay benefits
2	Job Evaluation	7, 8, & 9	insurance benefits, retirement benefits, employee services benefits,
2	Job Evaluation	10 & 11	Benefits & Incentive practices in Indian industry.
3	Understanding the Basics of Social Security	12,13 & 14	Concept of Social Security, Laws relating to Social Security
3	Understanding the Basics of Social Security	15,16 & 17	Introduction to Provident Fund, Employees State Insurance, Gratuity, Superannuation

3	Understanding the Basics of Social Security	18,19, & 20	Bonus, Reward Systems, Retirement, VRS/Golden Handshake
4	Contemporary Issues of Compensation Management	21,22 & 23	Contemporary issues of Compensation Management, International Compensation
4	Contemporary Issues of Compensation Management	24,25 & 26	Global convergence of compensation practices
4	Contemporary Issues of Compensation Management	27 & 28	Pay for performance for global employees - practices in different industries.

Unit	TOPICS
II	Job Evaluation Methods of Job Evaluation; Incentive plans for production employees and for other professionals, developing effective incentive plans, pay for performance; Supplementary pay benefits, insurance benefits, retirement benefits, employee services benefits, Benefits & Incentive practices in Indian industry.
III	Understanding the Basics of Social Security Concept of Social Security, Laws relating to Social Security -Introduction to Provident Fund, Employees State Insurance, Gratuity, Superannuation, Bonus, Reward Systems, Retirement, VRS/Golden Handshake
IV	Contemporary Issues of Compensation Management Contemporary issues of Compensation Management, International Compensation, Global convergence of compensation practices - Pay for performance for global employees - practices in different industries.
S.No.	Name of Authors/Books/Publishers
1.	Bhattacharyya, D.K. (2018). Performance Management systems and strategies. Delhi, India: Pearson Education.
2.	Dessler, G. (2019). Human Resource Management. (12th ed.). Delhi, India: Prentice Hall.
3.	Milkovich, G., & Newman, J. (2018). Compensation. (12th ed.). New York, United States: McGraw Hill. N
4.	Henderson, R. (2019). Compensation Management in a Knowledge Based World (10th ed.). Delhi, India: Prentice Hall.

	Paper Components		
Credits	Lecture (L)	Tutorial (T)	Practical (P)
4	3	1	NA
Assessment Scheme			
S.No.	Component	Marking Scheme	Total Marks
1	Internal Assessment - Assignment/Quiz/Project/ Presentation - Class Test - Attendance	30	30
		12	
		12	
		6	
2.	Continuous Assessment (Tutorial) - Activity 1 - Activity 2 - Attendance	40	40
		20	
		15	
		5	
3.	Practical - Continuous Assessment - End Term Written/Practical Exam - Viva	NA	
4.	End Semester Examination		90