



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. Anita Agrawal
Year:	2026

Unit No.	Learning Objective	Week	Topics to be Covered
I	Recognise the basics of compensation management.	1	Nature and Objectives of Compensation,
I		2	Factors affecting Compensation Policy
I		3	Concept of Wages and Salary,
I		4	Wage Determination, Pay Grades
I		5	Wage Surveys
I		6	Minimum Wages, Fair Wages and Living Wages
I		7	Understanding Elements of Compensation Structure - Fixed Pay, Variable Pay
I		8	Cash Benefits, Incentives
I		9	Executive Compensation, Stock Options
I		10	Understanding Salary Slip
I		11	Company Wage Policy: Wage Components
V	Review recent trends in compensation management	12	Employee benefits around the world Comparable worth
V		13	CEO pay in a global context - Beyond compensation.
V		14	Modern trends in compensation - from wage and salary to cost to company concept
V		15	broad banding
V		16	competency based pay

Unit	TOPICS
I	Introduction to Compensation Management Nature and Objectives of Compensation, Factors affecting Compensation Policy, Concept of Wages and Salary, Wage Determination, Pay Grades, Wage Surveys, Minimum Wages, Fair Wages and Living Wages. Understanding Elements of Compensation Structure - Fixed Pay, Variable Pay, Cash Benefits, Incentives, Executive Compensation, Stock Options, Understanding Salary Slip, Company Wage Policy: Wage Components.
V	Recent Trends of Compensation Management Employee benefits around the world - CEO pay in a global context - Beyond compensation. Modern trends in compensation - from wage and salary to cost to company concept, Comparable worth, broad banding, competency based pay
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	30	30
	• Assignment/Quiz/Project/ Presentation	12	
	• Class Test	12	
	• Attendance	6	
2.	Continuous Assessment (Tutorial)	40	40
	• Activity 1	20	
	• Activity 2	15	
	• Attendance	5	
3.	Practical	NA	
	• Continuous Assessment		
	• End Term Written/Practical Exam		
	• Viva		
4.	End Semester Examination		90