



Indraprastha College for Women

University of Delhi

Course Name:	BAP
Paper Title:	Compensation Management
Unique Paper Code:	
Semester:	V
Faculty(s):	Jyoti Sindhu
Year:	III

Work Plan			
Period	Unit No.	Learning Objective	Topics to be Covered
1 st Aug -3 rd Aug	1	Recognise the basics of compensation management.	Nature and Objectives of Compensation, Factors affecting Compensation Policy, Concept of Wages and Salary,
5 th Aug-10 th Aug	1	Recognise the basics of compensation management.	Wage Determination, Pay Grades, Wage Surveys, Minimum Wages, Fair Wages and Living Wages
12 th Aug-17 th Aug	1	Recognise the basics of compensation management.	Understanding Elements of Compensation Structure - Fixed Pay, Variable Pay, Cash Benefits, Incentives, Executive Compensation, Stock Options,
19 th Aug-24 th Aug	1	Recognise the basics of compensation management.	Understanding Salary Slip, Company Wage Policy: Wage Components.
26 th Aug-31 st Aug	2	Analyse various aspects of job evaluation.	Methods of Job Evaluation; Incentive plans for production employees and for other professionals,
2 nd Sep-7 th Sep	2	Analyse various aspects of job evaluation.	Developing effective incentive plans, pay for performance;

			Supplementary pay benefits, insurance benefits, retirement benefits,
9 th Sep-14 th Sep	2	Analyse various aspects of job evaluation.	Employee services benefits, Benefits
16 th Sep-21 st Sep	2	Analyse various aspects of job evaluation.	Incentive practices in Indian industry.
23 rd Sep-28 th Sep	3	To discuss basics of social security.	Concept of Social Security Laws relating to Social Security -Introduction to Provident Fund
30 th Sep-5 th Oct	3	To discuss basics of social security.	Employees State Insurance, Gratuity, Superannuation, Bonus
7 th Oct-12 th Oct	3	To discuss basics of social security.	Reward Systems, Retirement, VRS / Golden Handshake
14 th Oct-19 th Oct	4	To discuss contemporary issues in compensation management.	Contemporary issues of International Compensation,
21 st Oct-26 th Oct	4	To discuss contemporary issues in compensation management	Contemporary issues of Compensation Management, ,
28 th Oct-2 nd Nov			MID SEMESTER BREAK
4 th Nov-9 th Nov	4	To discuss contemporary issues in compensation management	Global convergence of compensation practices - Pay for performance for global employees - practices in different industries
11 th Nov-16 th Nov	5	Review recent trends in compensation management.	Employee benefits around the world - CEO pay in a global context - Beyond compensation.
18 th Nov-23 rd Nov	5	Review recent trends in compensation management.	Modern trends in compensation - from wage and salary to cost to company concept
25 th Nov-27 th Nov	5	Review recent trends in compensation management.	Comparable worth, broad banding, competency based pay.
28 th Nov	DISPERSAL OF CLASSES		

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.
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 (9 hours) 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 (7 hours) Contemporary issues of Compensation Management, International Compensation, Global convergence of compensation practices - Pay for performance for global employees - practices in different industries.
V	Recent Trends of Compensation Management (7 hours) 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
4.	Henderson, R. (2019). Compensation Management in a Knowledge Based World (10th ed.). Delhi, India: Prentice Hall.