

IMB 804B/ IMB 904B

COMPENSATION MANAGEMENT

Module - I: Conceptual Aspects of Compensation and Reward Management

Concept of compensation, The 3P compensation concept, system of compensation, compensation dimensions, organizational compensation policy, Methods of payment: TRS, PBR, MDW; New Trends in compensation Management. Concept of Reward: Money as a Motivator, Nonfinancial Rewards; Reward systems, Reward Management strategies. Rewards influencing Behaviour, Rewards and Employee satisfaction. Effect of globalization on compensation and reward management.

MODULE-II: Theoretical dimensions of Wages, compensation and Reward systems

Concept and Components of Wages, Theories of wages: Subsistence theory, Wage Fund Theory, Marginal Productivity theory, Residual claimant theory, Surplus value theory, Bargaining theory, Employment theory, Competitive theory. Criteria of wage fixation, Broad-banding, Executive compensation, Emerging trends in compensation and Reward Management.

Module - III: Wage Determination and Wage Administration in India :

Principles of wage and salary administration, Job Evaluation: Concept, Scope, Methods and techniques, Merit based pay. Types of incentive plans, Wage differentials. Wage Policy in the 11th and 12th Five year plan periods in India, Socio-Economic objectives of Wage policy, Institutional Mechanism for wage determination: Unilateral pay fixation, collective bargaining, pay commissions, Third party arbitration, Adjudication, Wage Boards: Structure, Scope and functions,

Module - IV: Legislation relating to compensation:

Minimum Wages Act, 1948, Payment of Wages Act, 1936, Payment of Bonus Act, 1965, EPF Act.

Recommended Books:

1. Understanding Wage and Compensation System, A.M. Sharma, HPH
2. Compensation and Reward Management, B.D. Singh - EB
3. Compensation, Milkovich et al, Mc Graw Hill
4. Compensation Management in a Knowledge – Based World, Henderson - Pearson
5. Labour Legislations, PL Malik