

MBPC4005 COMPENSATION AND BENEFIT MANAGEMENT (3-0-0)

Course Objectives:

1. To learn basic compensation concepts and the context of compensation practices.
2. To learn the concepts of payment and employee benefits issues.
3. To understand various benefits an employee can avail during service.

Module I:

Conceptual and Theoretical Aspects of Compensation: 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, 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

Module-II:

Wage Administration and Wage Determination, Principles of Wage and Salary Administration, Job Evaluation: Concept, Scope, Methods and Techniques, Merit based pay. Types of Incentive plans, Wage differentials, Wage Policy, Socio-Economic objectives of Wage policy, Criteria of wage fixation, Broad-banding, Executive Compensation.

Module III:

Employees Benefits: Overview of Employee's Benefits, Benefits Structure, Employees Benefits planning, Design and Administration, Statutory Benefits : Health Care , Employee Welfare and Retirement Benefits. Incentive Schemes: Pay for Performance: Types of Incentive Schemes, Wage Incentive Plans, Prerequisites of Effective Incentive Schemes, Merits and Demerits of Incentives.

Course Outcomes:

- CO-1: Understand the basic compensation concepts, objectives, scope of compensation management system.
- CO-2: Outline the different types of compensation and techniques of compensation payment.
- CO-3: Analyse and interpret the effect of business environment factors and theories on Compensation Management.
- CO-4: Apply knowledge of compensation system, policy and exercise leadership in pursuit of innovative HRM solution.

Books:

1. Compensation Management – Bhatia Kanchan, HPH
2. Compensation, Milkovich Jerry M Newman, CS Venkata Ratnam, McGraw Hill.
3. Compensation and Reward Management, B.D. Singh, Excel Books
4. Compensation Management in a Knowledge Based World, Henderson, Pearson