



Subject: Compensation Management - MBAHR13510

Type of course: Major (Core)

Prerequisite:

Basic understanding of Human Resource Management principles and practices.

Rationale:

Compensation Management is critical for attracting, motivating, and retaining talent within organizations. This subject equips the students with the essential knowledge and skills to design and implement effective compensation strategies that align with organizational goals and comply with legal standards.

Teaching and Examination Scheme:

Teaching Scheme			Credits	Examination Marks					Total Marks
CI	T	P		C	Theory Marks		Practical Marks		
			ESE		MSE	V	P	ALA	
04	00	00	04	60	30	10	00	50	150

Legends: CI-Class Room Instructions; T – Tutorial; P - Practical; C – Credit; ESE – End Semester Examination; MSE- Mid Semester Examination; V – Viva; CA - Continuous Assessment; ALA-Active Learning Activities.



Course Content:

Sr. No	Course content	Hrs.	% Weightage
1	<p>Introduction to Compensation Management</p> <ul style="list-style-type: none"> • Fundamentals of Compensation: Definition, objectives, and significance. • Compensation Philosophy and Strategy: Aligning compensation with business strategy. • Components of Compensation: Direct and indirect compensation, financial and non-financial benefits. • Job Evaluation and Analysis: Methods of job evaluation, job analysis process. • Legal Framework: Laws and regulations affecting compensation (minimum wage, overtime, equal pay). 	15	25
2	<p>Designing Compensation Systems</p> <ul style="list-style-type: none"> • Pay Structures: Designing pay levels, grades, and ranges. • Market Competitiveness: Conducting and using salary surveys. • Pay-for-Performance: Merit pay, incentives, and bonuses. • Executive Compensation: Components, trends, and issues in executive pay. • Global Compensation: Managing compensation in multinational corporations. 	15	25
3	<p>Performance-Based Compensation</p> <ul style="list-style-type: none"> • Performance Management Systems: Aligning performance with compensation. • Incentive Plans: Types of incentives (individual, team, and organizational), and their effectiveness. • Employee Benefits and Services: Types of benefits, administration, and impact on employee satisfaction. • Non-Monetary Compensation: Recognition programs, career development opportunities, and work-life balance initiatives. • Total Rewards: Integrating compensation and benefits to enhance employee motivation and retention. 	15	25
4	<p>Contemporary Issues and Future Trends in Compensation</p> <ul style="list-style-type: none"> • Technology in Compensation Management: Use of HRIS and other software in managing compensation. • Ethics and Fairness in Compensation: Ensuring 	15	25

	<p>equitable pay practices and transparency.</p> <ul style="list-style-type: none"> • Pay Equity: Addressing gender and diversity pay gaps. • Trends in Compensation: Gig economy, flexible working arrangements, and their impact on compensation. • Case Studies and Best Practices: Analysis of contemporary compensation practices from leading organizations. 		
--	---	--	--

Continuous Assessment:

Sr. No	Active Learning Activities	Marks
1	<p>Job Analysis:</p> <p>Students will have to meet any 5 person (who are doing job) and prepare job analysis of them which will include job description and specification and prepare a presentation and upload the PPT on GMIU Web Portal.</p>	10
2	<p>Compensation Strategies:</p> <p>Students will have to evaluate compensation strategy of any one multinational corporation of their choice and prepare a report which should include about benefits, base salary, bonus, equity, other incentive, allowance, etc. provided to the employees of the selected MNC and upload the PDF on GMIU web portal.</p>	10
3	<p>Non-Monetary Compensation:</p> <p>Students will meet any 5 persons (who are doing job) and ask them about the non-monetary benefits provided by their companies. Students will have to prepare a report which should include name of employee, designation, company name and non-monetary benefits provided by that Company and upload the PDF on GMIU Web Portal.</p>	10
4	<p>HRM Software Review:</p> <p>Students will have to prepare a presentation on any 5 HRM software's by surfing the internet, presentation should include the basic details of the software, features of the software, benefits behind using the software and upload the PPT on GMIU Web Portal.</p>	10
5	<p>Case Study:</p> <p>Faculty will provide a topic and Idea related to case study. Students will prepare the solutions on the given case / situation and upload it to GMIU web portal.</p>	10
Total		50



Suggested Specification table with Marks (Theory):60

Distribution of Theory Marks (Revised Bloom's Taxonomy)						
Level	Remembrance (R)	Understanding (U)	Application (A)	Analyze (N)	Evaluate (E)	Create (C)
Weightage	40%	40%	10%	5%	5%	-

Note: This specification table shall be treated as a general guideline for students and teachers.

The actual distribution of marks in the question paper may vary slightly from above table.

Course Outcome:

After learning the course, the students should be able to:	
CO1	Understand the fundamental concepts and strategic importance of compensation in organizations.
CO2	Develop skills to design competitive and equitable compensation systems.
CO3	Evaluate and implement various performance-based compensation and benefit programs.
CO4	Critically analyze and adapt to contemporary issues and trends in compensation management.

Instructional Method:

The course delivery method will depend upon the requirement of content and need of students. The teacher in addition to conventional teaching method by black board, may also use any of tools such as demonstration, role play, Quiz, brainstorming, MOOCs etc.

From the content 10% topics are suggested for flipped mode instruction.

Students will use supplementary resources such as online videos, NPTEL/SWAYAM videos, e-courses, Virtual Laboratory

The internal evaluation will be done on the basis of Active Learning Assignment

Practical/Viva examination will be conducted at the end of semester for evaluation of performance of students in laboratory.



Reference Books:

- [1] Milkovich, G. T., Newman, J. M., & Gerhart, B. (2016). Compensation (12th ed.). McGraw-Hill Education.
- [2] Henderson, R. I. (2006). Compensation Management in a Knowledge-Based World (10th ed.). Prentice Hall.
- [3] Armstrong, M., & Brown, D. (2019). Armstrong's Handbook of Reward Management Practice: Improving Performance Through Reward (6th ed.). Kogan Page.
- [4] Martocchio, J. J. (2016). Strategic Compensation: A Human Resource Management Approach (9th ed.). Pearson.
- [5] Balkin, D. B., & Gomez-Mejia, L. R. (2017). Compensation, Organizational Strategy, and Firm Performance (2nd ed.). Routledge.

