



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS/PGDM)
Academic Year (2018-2019)

Programme Name: MMS

Semester: III

Name of the subject: Compensation & benefits management

Maximum marks: 100

No. of Sessions: 14 (12 sessions of 3 hrs and 2 sessions of 2 hr each)

Name of the Faculty: Prashant Dandekar

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Weblink:

Learning Objectives:

1. To understand compensation and benefit practices in India and in various countries (USA, far east and European countries)
2. To understand how to create IT friendly CTC structure
3. To understand statutory payments and deductions

Reference Books:

Compensation Management by Deepak Kumar Bhattacharyya - Second edition



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Plan:

Session No	Topics to be covered	Books referred/ Recommended/ References-Print/Articles/ News/Research papers/ Online database/ Software /Simulations used	Learning outcomes	Evaluation of Students understanding by MCQs, Quiz, Short Test
1	Maslow theory Definition of wages Labour cost Wage rate Objectives of compensation Compensation and bell shape curve		Students learnt about how compensation differs as per 5 different categories of bell shape	Continuous evaluation during class lectures
2	Performance based pay ESOP/equity/preferential shares Deferred income Factors deciding compensation		Students learnt about various components of salary slip Minimum, fair and living wages	



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	CTC v/s Net pay Ideal wage policy			
3	Wage theories Compensation and benefit trends in India Mistakes in compensation design		Students learnt about Flexi pay And benefits like Work from home, flexi hours, sabbatical leaves	
4	Integrated model of compensation Cost of unemployment Types of unemployment Gratuity Safety & health provisions		Students learnt about difference between bonus & exgratia How gratuity is calculated	
5	Motivation and effect of it on compensation		Students learnt about Golden parachute clause	



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	Non- monetary benefits Fringe benefits Need of fringe benefits Competency based pay Impact of culture on compensation		Golden hand cuff Moon lighting - full moon and blue moon	
6	CTC designing		Students learnt about fixed component, variable component, adhoc allowance	
7	PF, EPS, LWF, employee pension scheme		Students learnt about PF,, VPF, PPF, EPS and EDLI	
8	Allowances v/s benefits Compensation survey International compensation Team based pay Reward system		Students learnt about profit sharing, gain sharing	



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9	LTA, professional Tax, HRA, PPF /PF withdrawal norms		Students learnt about IT exemption under heads- HRA, LTA, PF, PPF	
10	Beadeaux plan 401K plan CTC v/s Gross concept		Students learnt about USA related terminologies like COBRA	
11	Retroactive payroll Off cycle payroll UK payroll		Students learnt about USA, UK and India specific SAP info types	
12	Pay at risk concept Role of govt in compensation & benefits Collective bargaining		Students learnt about Factors affecting success of collective bargaining Benefits of collective bargaining	
13	Expatriate compensation perquisites		Students learnt about Concept of Modular benefits	



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14	Maternity bonus Minimum wages ACT DA Phillips curve		Students learnt about minimum wages w.r.t Unskilled, semiskilled and Skilled employees	
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2. Practical Approach : Other activities (Atleast 4 distinct activities)

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Role Play			
2	Industry Visit			
3	Academic Projects (CASE STUDY)	Mercedes Benz Google- compensation new trends		
4	Book Review			
5	Group Discussion			
6	Business Quiz / Business News sharing			



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7	Videos / Simulation			
8	Use of Software and Labs			
9	Presentations for internal evaluation	<ul style="list-style-type: none">• CTC calculation,• TCN/HCN/PCN and compensation• SAP payroll info types – general payroll, India, USA and UK specific• Income tax slabs		



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Evaluation:

I) Internal:

Component	Details	Marks
Class Test		
Presentation	Two presentations of 15 marks each	30
Case Study		
Participation		
Others (attendance)		10

Signature of Faculty

Signature of the Co-ordinator