



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

Programme Name: PGDM

Trimester: V

Name of the subject: Wages and Salary Administration & Compensation Management

Maximum marks: 100

No. of Sessions: 10

Name of the Faculty: Dinesh Ramesh Mehra

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Weblink:

Learning Objectives:

Understanding how wages and salaries are determined.

Understanding the different laws pertaining to wages and salaries & social security benefit schemes.

Understanding the components of compensation.

Effective tax planning.

Reference Books:

1. Compensation Management by Deepak Kumar Bhattacharya, Oxford.
2. Dessler, G. (2005) Human Resource Management, 12th ed. Boston: Prentice Hall, 2011.



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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	Introduction to Compensation and rewards management	Compensation Management by Deepak Kumar Bhattacharya, Oxford	Understanding of concepts and application to real life	MCQs & Quiz
2	Strategic compensation policies	Compensation Management by Deepak Kumar Bhattacharya, Oxford	Understanding of concepts and application to real life	MCQs & Quiz
3	Job Evaluation	Compensation Management by Deepak Kumar Bhattacharya, Oxford	Understanding of concepts and application to real life	MCQs & Quiz
4	Compensation structure	Compensation Management by Deepak Kumar	Understanding of	MCQs & Quiz



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		Bhattacharya, Oxford	concepts and application to real life	
5	Salary Surveys	Compensation Management by Deepak Kumar Bhattacharya, Oxford	Understanding of concepts and application to real life	MCQs & Quiz
6	Contingent Pay	Compensation Management by Deepak Kumar Bhattacharya, Oxford	Understanding of concepts and application to real life	MCQs & Quiz
7	Productivity linked incentive schemes	Compensation Management by Deepak Kumar Bhattacharya, Oxford	Understanding of concepts and application to real life	MCQs & Quiz
8	Paying for Contribution	Compensation Management by Deepak Kumar Bhattacharya, Oxford	Understanding of concepts and application to real life	MCQs & Quiz
9	Team Based Pay	Compensation Management by Deepak Kumar Bhattacharya, Oxford	Understanding of concepts and application to real life	MCQs & Quiz
10	Benefits and perquisites	Compensation Management by Deepak Kumar	Understanding of	MCQs & Quiz



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Practical Approach : Other activities (Atleast 4 distinct activities)

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Group Discussion	Governing Laws Compensation components Tax Planning Emerging issues and trends	Understanding of concepts and application to real life	Newspapers
2	Business Quiz / Business News sharing	Governing Laws Compensation components Tax Planning Emerging issues and trends	Understanding of concepts and application to real life	Newspapers
3	Videos / Simulation	Governing Laws Compensation components Tax Planning Emerging issues and trends	Understanding of concepts and application to real life	Online resources



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Evaluation:

Internal:

Component	Details	Marks
Class Test	Mid term test	20
Presentation	Group Presentation	10
Case Study	As assigned in the class	05
Participation	In class discussion	05

Signature of Faculty

Signature of the Co-ordinator