



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS/PGDM)
Academic Year (2017-2018)

Programme Name: PGDM

Term: V

Name of the subject: Wages and Salary Administration & Compensation

Maximum marks: 100

No. of Sessions: 10

Name of the Faculty: Subhajit Sengupta

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Weblink:

Learning Objectives:

Reference Books:

Compensation Management by Deepak Bhattacharya

HRM by Gary Dessler

Online References & Articles



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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	Wages & Salary Administration: Definition, Goals & Objectives, Salary surveys, Factors that affect Wages, Understanding Labour Market	Gary Dessler Deepak Bhattacharya K. Aswathappa Online references	Fundamentals of Wages & Salary in an Organization and understanding the concept of pay for work.	Quiz,
2	Wage & Salary determination: Basis for Compensation fixation, Preparation of Payroll, Types of Executive Compensation	Gary Dessler Deepak Bhattacharya K. Aswathappa Online references	Factors considered for compensation and types of Compensation to attract and retain talent	Quiz, Case Study
3	Incentive Plans: Individual and group incentive plans, productivity gain sharing plans, profit sharing plans, non - financial	Gary Dessler Deepak Bhattacharya K. Aswathappa	Different types of Incentives schemes	Quiz, revisions



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	and financial incentives, measuring cost to company (CTC).	Online references		
4	Compensation components: Basic, dearness allowance, overtime wages, incentives, individual v/s group bonus schemes, types of bonus schemes.	Deepak Bhattacharya K. Aswathappa Online references	Different types of bonus schemes. Compensation Structure	Presentations, case study
5	Tax Planning: Implications of income tax on compensation components, cost to the company-valuation, taxability of various components of salary and wages, deductions to be considered while deciding tax.	Deepak Bhattacharya K. Aswathappa Online references	Tax laws, tax components and tax structure	Quiz, tests
6	Remuneration Survey: Choosing a partner, conducting a survey, benchmarking, converting remuneration survey results into a salary proposal	Gary Dessler Deepak Bhattacharya K. Aswathappa Online references	How to do Job Evaluation & Compensation Benchmarking	Presentation & Case study
7	Governing Laws: Provident fund act 1952, Minimum wages act 1948, Payment of wages act 1948, Payment of bonus act, 1965.	Deepak Bhattacharya K. Aswathappa Online references	Statutory Laws & Compliances	Quiz



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8	Economic and behavioural issues in compensation	Deepak Bhattacharya K. Aswathappa Online references	Various Economic & Behavioural theories that are used in Compensation Management	Tests, Quiz
9	Emerging issues and trends: Overview of future trends in wages and salary administration viz a viz compensation management.	Gary Dessler Deepak Bhattacharya K. Aswathappa Online references	Latest Industry practices	Tests
10	Case Studies & Presentations	Gary Dessler Deepak Bhattacharya K. Aswathappa Online references	Case studies on Entire Syllabus	
11				
12				
13				
14				
15				



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2. Practical Approach : Other activities (Atleast 4 distinct activities)

Sr. No.	Activity Name	Topic Coverd	Learning outcomes	Source
1	Role Play	<u>Job Evaluation, Incentives & Bonuses</u>		
2	Industry Visit			
3	Academic Projects	<u>Case studies on different topics</u>		
4	Book Review			
5	Group Discussion	<u>Tax laws & Statutory laws</u>		
6	Business Quiz / Business News sharing			
7	Videos / Simulation	<u>Benchmarking, Compensation Structure</u>		
8	Use of Softwares and Labs			
9	Any other activity			



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Evaluation:

I) Internal:

Component	Details	Marks
Class Test		
Presentation		
Case Study		
Participation		
Others		

Signature of Faculty

Signature of the Co-ordinator