



**Dr. V. N. Bedekar Institute of Management, Thane**  
**Teaching Plan (MMS)**  
**Academic Year (2015-2017)**

**Programme Name:** MMS

Semester: - **II**

**Name of the Course:** Compensation and Benefits

**Maximum marks:** 100

**No. of Sessions:** 15

**Name of the Faculty:** MS. Sukhada Tambe

**Mobile No:**

**Email:**

**Weblink:** NA

**Learning Objectives:**

The goals of compensation are to attract people to work for your organization and to retain people who are already working in the organization. Compensation is also used to motivate employees to work at their peak performance and improve morale.

**Reference Books:**

1. Textbook of HRM – P. Subha Rao.
2. Managing Human Resources – Bohlander, Snell, Sherman
3. Compensation Management – Dipak Kumar Bhattacharya – Oxford Publications
4. Compensation Management in a Knowledge Based World – Richard I Henderson – Pearson Publications



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**Plan:**

<b>Session No</b>	<b>Topics to be covered</b>	<b>References-Print/Online</b>	<b>Learning outcomes</b>
1	Human Resources Philosophy and Approach for an Organization	Lecture	To understand Hr philosophy and approach
2	Reward Strategies – Articulating and understanding business context for reward strategies	Lecture	To understand Reward Strategies
3	Elements of Reward Strategy – Understanding Reward Management	Lecture	To understand the elements of Reward Strategy
4	Compensation / Remuneration place in Reward Strategy	Lecture	To understand compensation and remuneration
5	Understanding Elements of Compensation Structure <input type="checkbox"/> Fixed , <input type="checkbox"/> Cash Benefits, <input type="checkbox"/> Retirals and <input type="checkbox"/> Social Security, <input type="checkbox"/> Variable Pay / Incentives / Stock Options	Lecture	To understand elements of compensation structure
6	Costing the CTC of each element of Compensation Structure ( excluding stock options)	Lecture	To understand costing of CTC
7	Understanding Inflation – <input type="checkbox"/> Neutralization of Inflation– <input type="checkbox"/> Dearness Allowance <input type="checkbox"/> Consumer Price Indices	Lecture	To understand Inflation
8	<input type="checkbox"/> Understanding Provident Fund, <input type="checkbox"/> ESIC, Gratuity, <input type="checkbox"/> Superannuation, <input type="checkbox"/> Bonus under Payment of Bonus Act	Lecture	To understand PF



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9	Types of Variable Pay	Lecture	To understand Variable Pay
10	Understanding Income Tax	Lecture	To understand Income Tax
11	Arriving at the CTC of an employee/ candidate – <input type="checkbox"/> costing elements, <input type="checkbox"/> designing a salary offer template <input type="checkbox"/> Making a salary offer to a candidate – understanding salary ranges	Lecture	To understand how to arrive at CTC
12	Remuneration Survey- <input type="checkbox"/> choosing a partner, <input type="checkbox"/> conducting a survey, <input type="checkbox"/> benchmarking, <input type="checkbox"/> arriving at a comparator, <input type="checkbox"/> target position, <input type="checkbox"/> understanding median , <input type="checkbox"/> percentile, <input type="checkbox"/> ageing of market data <input type="checkbox"/> Converting Remuneration Survey results into a Salary Proposal	Lecture	To understand Remuneration
13	Equity Compensation Plans – <input type="checkbox"/> objective of equity compensation, <input type="checkbox"/> types of Stock Plans, <input type="checkbox"/> Valuing stock grants, <input type="checkbox"/> SEBI Guidelines, <input type="checkbox"/> taxability of stock options	Lecture	
14	Case Study & Presentation		



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**Evaluation:**

**I) Internal:**

<b>Component</b>	<b>Details</b>	<b>Marks</b>
Class Test	Multiple choice question test	20
Presentation	Group presentation	10
Case Study	Group Discussion	5
Participation		
Others	Attendance	5

**II) External:**  
**(Sample questions)**

**Signature of Faculty**

**Signature of the Co-ordinator**