



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS)
Academic Year (2020-2021)

			Dipak Kumar Bhattacharya – Oxford Publications	formulate strategies that will enable organizations to achieve operational and strategic goals related to the organization's human capital
2		Explanation of aspects like, CTC, Fixed Pay, Variable Pay etc.	Compensation Management – Dipak Kumar Bhattacharya – Oxford Publications Textbook of HRM – P. Subha Rao	Understand the scope of HRM and its relationship to other social sciences. .Study the personnel function with respect to its organization , polices and responsibilities in an organization.
3		Manpower Planning	Textbook of HRM – P. Subha Rao Compensation Management – Dipak Kumar Bhattacharya – Oxford Publications	Observe the importance and the process of man power planning, the process of job analysis, compare and contrast methods used for selection and placement of human resources.
4		Reward Strategies – Articulating and understanding business context for reward strategies	Textbook of HRM – P. Subha Rao Compensation Management – Dipak Kumar Bhattacharya – Oxford Publications	Analyse the process of Recruitment
5		Understanding business context for reward strategies and preparing strategies	Textbook of HRM – P. Subha Rao	Analyse Selection process
6		Understanding Reward Management Class Test	Compensation Management – Dipak Kumar Bhattacharya – Oxford Publications	Analyse Placement and Interview Process
7		Understanding the elements of reward strategy and management	Compensation Management – Dipak Kumar Bhattacharya – Oxford Publications	
8		Compensation / Remuneration place in Reward Strategy	Textbook of HRM – P. Subha Rao	Application of the theories of motivation , explaining the difference between internal and external equity in terms of monetary and non-



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				monetary rewards and recognition
9		Remuneration Understanding Elements of Compensation Structure	Compensation Management – Dipak Kumar Bhattacharya – Oxford Publications	Discuss the importance and process of performance management, organizational strategic planning and succession planning.
10		Stock Options	Textbook of HRM – P. Subha Rao	Analysis of Training needs and appropriate training programme Evaluate the effectiveness of training programme
11		Understanding Elements of Compensation Structure	Compensation Management – Dipak Kumar Bhattacharya – Oxford Publications	Define the concept and practice of organizational development; with an analytical insight related to application of OD interventions strategically
12		Costing the CTC of various elements of Compensation Structure	Compensation Management – Dipak Kumar Bhattacharya – Oxford Publications	Define the concept and practice of change management
13		Implications of various compensation strategies	Managing Human Resources – Bohlander, Snell, Sherman	Provide Futuristic perspective in HRD
14		Students Presentations		

B. Practical Approach: Other activities

Sr. No.	Activity Name	Topic Covered	Learning outcomes	Source
1	Case study	ESOP's	Understanding various aspects of Compensation	Compensation Management – Dipak Kumar Bhattacharya – Oxford Publications
2	Academic Projects	Designing compensation strategies	Understanding fixed pay, variable pay etc.	Managing Human Resources – Bohlander, Snell, Sherman
3	Group Discussion		Using variable pay to motivate employees	Compensation Management – Dipak Kumar Bhattacharya – Oxford Publications



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4	Role Play	Recruitment	Negotiation of salary at the time of recruitment	Compensation Management – Dipak Kumar Bhattacharya – Oxford Publications
5	Industry Visit	-	-	
6	Business Quiz / Business News sharing	<u>Salary concepts</u>	Understanding salary management	News articles
7	Videos / Simulation	Video on Concept and importance of Human Resource Management and Organization of Personnel Functions	Better Understanding concepts	<u>Videos of salary negotiations</u>
8	Use of Software and Labs	-	-	
9	Any other activity	Game -based Learning	Analyse and experience how we can test the concentration through game?	
	Out of the Class – Outdoor Activity	Induction	Experience the Induction process beyond the 4 walls	VPM Campus

C. Innovative pedagogy adopted:

Online Quiz using Google Forms, Video Case Study
 Out of 4 Walls Activity, Game-based learning

Prepared by:
Faculty

Reviewed by:
Specialisation

Approved by:
ADC

Date:

Date:

Date:

A. Execution:

<u>Session No.</u>	<u>Actual Date</u>	<u>Topic Covered</u>	<u>Attendance %</u>	<u>Evaluation Method</u>	<u>Case Study Ref.</u>	<u>Quiz Ref.</u>	<u>CR Sign</u>
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B. Evaluation:

Component	Details	Marks
Presentations	Mandatory	10
Class Tests	Mandatory (MCQ, Descriptive, etc)	20
Assignments / Others	Mandatory	5
Participation/Attendance	Mandatory	5
Final Exam	Mandatory	60

C. Student Performance Analysis:

<u>Avg. Attendance</u>	<u>Avg. Internal Marks</u>	<u>% Failed in Internals</u>	<u>Avg. Final Marks</u>	<u>% Failed in Final</u>	<u>No. of best students > 80%</u>	<u>No. of students needs improvement</u>

D. Attainment:

	CO1	CO2	CO3		
PO1					
PO2					
PO3					

Comments / Suggestions / Recommendations:



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Suggestions (if any) to students on subject related Certificate/Diploma or Add-on program: -

HR Analytics, HRIS – Human Resource Information System

Signature of Faculty

Signature of the Co-ordinator / ADC