

Programme: MMS Semester: III Period: August 2020 – December 2020

Course Code:

Name of the subject: Compensation and Benefits

Maximum marks: 100 (60+40) No. of Sessions: 13/14 (3 hrs each)

Name of the Faculty: Prof Pravin Narang

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Program Outcomes (PO)

- 1. Nurture leadership skills, teammembership skills and mutual trust.
- 2. Demonstrate decision-making ability.
- 3. Ability to develop culture of technology-usage.
- 4. Inculcate social sensitivity among students.
- 5. Integrate and apply business knowledge^{4. Grain} and management techniques for problem CTC's. solving / analytical skills.

Course Outcomes (CO)

- To help students learn all about management of compensation and salary in organisations.
- 2. Enhancing the understanding of the students on all aspects of management of salary and compensation packages in various types of organisations.
- 3. Helping students understand concepts like, CTC, Fixed Pay, Variable Pay, ESOP's etc.
- Integrate and apply business knowledge^{4. Guiding students into preparing salary break-ups for given management techniques for problem CTC's.}

Text books -

1. Compensation Management in a Knowledge Based World – Richard I Henderson – Pearson Publications

Reference books -

- 2. Textbook of HRM P. Subha Rao.
- 3. Managing Human Resources Bohlander, Snell, Sherman
- 4. Compensation Management Dipak Kumar Bhattacharya Oxford Publications

A. Plan:

Session No.	Pl. Date	<u>Topic</u>	Ref. Study Material	Course Outcomes
1		Introduction to Compensation and Benefits	Textbook of HRM – P. Subha Rao	Developing an understanding of theoretical and practical
		Compensation Management –	aspects of human resource management to	



	A	cademic Year (2020-2021)	
2	Explanation of aspects	Dipak Kumar Bhattacharya – Oxford Publications Compensation Management –	formulate strategies that will enable organizations to achieve operational and strategic goals related to the organization's human capital Understand the scope of
	like, CTC, Fixed Pay, Variable Pay etc.	Dipak Kumar Bhattacharya – Oxford Publications Textbook of HRM – P. Subha Rao	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	Salary concepts	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	Videos of salary negotiations
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. <u>Innovative pedagogy adopted</u>:

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:

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



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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:

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

D. Attainment:

	CO1	CO2	CO3	
PO1				
PO2				
PO1 PO2 PO3				

Comments / Suggestions / Recommendations:



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 / $\mbox{\sc ADC}$