

AC – 27-11-2024
Item No. 03

Approved by the BOS in Bachelor of Commerce (Management Studies) on 16-11-2024 Item no. 04.

As Per NEP 2020

**Tolani College of
Commerce
(Autonomous)**



Title of the Course: - Compensation Management

Programme: Bachelor of Management Studies Semester -V

Syllabus for 4 Credits

**Course from the Academic Year – 2025-2026 Name
of the Course: Compensation Management**

Sr. No.	Heading	Particulars
1	Description the course :	Compensation management is the process of designing, implementing, and overseeing a company's pay structure and benefits.
2	Vertical :	Major
3	Type :	Theory
4	Credit:	4 credits
5	Hours Allotted :	60 Hours
6	Marks Allotted:	100 Marks Continuous Evaluation 40 Marks Semester End Examination 60 Marks
7	Course Objectives: 1.To apprehend the Compensation Plans and HR Professionals. 2.To know about the Incentives and Wages. 3.To understand Compensation to Special Groups and Recent Trends 4.To become aware about the Legal and Ethical issues in Compensation.	
8	Course Outcomes: 1.Learners will be able to apprehend the Compensation Plans and HR Professionals. 2.Learners will be able to know about Incentives and Wages. 3.Learners will be able to understand the Compensation to Special Groups and Recent Trends. 4.Learners will be able to become aware about the Legal and Ethical issues in Compensation.	

9	<p style="text-align: center;">Modules</p> <p>Module 1: Compensation Plans and HR Professionals (15 Hours)</p> <ul style="list-style-type: none"> • Meaning, Objectives of Compensation Plans, Role of HR Professionals in Compensation Plans, Types of Compensation: Financial and non-financial, Factors Influencing Compensation • Compensation Tools: Job based and Skill based, Models: Distributive Justice Model and Labour Market Model, Dimensions of Compensation • 3 Ps Compensation Concept, Benefits of Compensation: Personal, Health and Safety, Welfare, Social Security • Pay Structure: Meaning, Features, Factors, Designing the Compensation System, Compensation Scenario in India. <p>Module 2: Incentives and Wages (15 Hours)</p> <ul style="list-style-type: none"> • Incentive Plans – Meaning and Types: Piecework, Team, Incentives for Managers and Executives, Salespeople, Merit pay, Scanlon Pay, Profit Sharing Plan, ESOP, Gain Sharing, Earning at Risk plan, Technology and Incentives. Prerequisites of an Effective Incentive System • Wage Differentials: Concepts, Factors contributing to Wage Differentials, Types of Wage Differentials, Importance of Wage Differentials, Elements of a Good Wage Plan. • Theories of Wages: Subsistence Theory, Wage Fund Theory, Marginal Productivity Theory, Residual Claimant Theory, Bargaining Theory. <p>Module 3: Compensation to Special Groups and Recent Trends (15 Hours)</p> <ul style="list-style-type: none"> • Compensation for Special Groups: Team Based pay, Remunerating Professionals, Contract Employees, Corporate Directors, CEOs, Expatriates and Executives. • Human Resource Accounting – Meaning, Features, Objectives and Methods • Recent Trends: Golden Parachutes, e-Compensation, Salary Progression Curve, Competency and Skill based, Broad banding and New Pay, Cafeteria approach – Features, Advantages and Disadvantages. <p>Module 4: Legal and Ethical issues in Compensation (15 Hours)</p>	
	<ul style="list-style-type: none"> • Legal Framework of Compensation in India: Wage Policy in India, Payment of Bonus Act 1965, Equal Remuneration Act 1976, Payment of Wages Act 1936, Payment of Gratuity Act 1972, Employee Compensation Act 1923, Employees Provident Funds and Miscellaneous Provision Act 1952. • Pay Commissions, Wage Boards, Adjudication, Legal considerations, COBRA requirement, Pay Restructuring in Mergers and Acquisitions, Current Issues and Challenges in Compensation Management, Ethics in Compensation Management. 	

10	Reference Books: <ul style="list-style-type: none">• " Milkovich, George T., and Jerry M. Newman. Compensation. 13th ed., McGraw-Hill Education, 2016.	
	<ul style="list-style-type: none">• Martocchio, Joseph J. Strategic Compensation: A Human Resource Management Approach. 10th ed., Pearson, 2022.• Heneman, Brian, editor. WorldatWork Handbook of Compensation, Benefits, and Total Rewards. Wiley, 2007.• Henderson, Richard I. Compensation and Benefits: A Human Resource Management Perspective. 10th ed., Prentice Hall, 2005.• Lutz, Thomas R. Pay for Performance: A Guide for HR Professionals. Amacom, 2000.• McLagan, Michael A. The Compensation Handbook: A State-of-the-Art Guide to Compensation Strategy and Design. 5th ed., McGraw-Hill Education, 2013.• Long, Richard J. Compensation Management in a Knowledge-Based World. 10th ed., Thomson Learning, 2006.• McLagan, Michael A. The Compensation Handbook: A State-of-the-Art Guide to Compensation Strategy and Design. 5th ed., McGraw-Hill Education, 2013.	

Evaluation Pattern

Continuous Evaluation: 40%

Semester End Examination: 60%

	Total Marks
Assignment/Project Work/Presentation/Case Study	30
Online MCQ Objective Test	10
Total	40

A learner must be present for each of the sub-components.

Semester End Examination Question Paper Pattern

Maximum Marks: 60

Duration: 2 Hours

All Questions are Compulsory Carrying 15 Marks each.

Q. No.	Particular	Marks
Q-1	Attempt any Two of the following: (Module – 1) A. Full Length Question B. Full Length Question C. Full Length Question	15 Marks
Q-2	Attempt any Two of the following: (Module – 2) A. Full Length Question B. Full Length Question C. Full Length Question	15 Marks
Q-3	Attempt any Two of the following: (Module – 3) A. Full Length Question B. Full Length Question C. Full Length Question	15 Marks
Q-4	Attempt any Two of the following: (Module – 4) A. Full Length Question B. Full Length Question C. Full Length Question	15 Marks

Signature of Team Members

Sr. No.	Name	Signature
1	Dr. Sadhana Venkatesh	
2	Ms. Shalini Clayton	
3	Ms. Ashiyana Shaikh	

