

Name of Faculty	Dr. Sandeep Kumar		
Discipline	Management (MBA)		
Semester	Third Semester (III)		
Subject	Compensation & Reward Management (HRM-305)		
Lectures Required	Topic (Including Assignment/Test)	Practical	Assignment/ Test)
1	Introduction about compensation management	N/A	Assignment 1
1	Goals, Theoretical Foundations of Compensation Management	N/A	
1	Compensation Strategies: Monetary & Non- Monetary Rewards	N/A	
1	Economic and behavioural theories.	N/A	
1	Employee motivation & Performance Cases and Articles.	N/A	
1	Survey Based Activity for Students Assessing Employee Motivation and Performance	N/A	
1	Internal and External Equity in Compensation System.	N/A	
1	Wage Differentials: Inter and Intra industry Wage Differentials. Case Study	Yes	
2	Aims, Components of Reward system: Monetary & Non-Monetary Rewards, Case study	Yes	
1	Role of Reward in organisation, Strategic perspectives of Reward. Case study	Yes	
1	Recent Development in Rewards and Recognition. Case study	Yes	
1	Designing Pay Level, Pay Mix and Pay Structures Compensation of Chief Executives,	N/A	
1	CTC components and its preparation and preparation of compensation package for Sales staff	Yes	
1	Senior Managers, R & D Staff, Board of Director, Sales Executives.	N/A	
1	Payment –By-Results (PBR),	N/A	
2	Performance Linked Compensation, Incentives Plans; Case Study	N/A	
1	Fringe Benefits and Supplementary Compensation: Cafeteria Plans,	N/A	
2	Pensions Schemes and ESOPs	N/A	
2	Tax Implication of Employee Compensation Package to the Employer;	N/A	

2	Strategies to deal with the Workforce Redundancy. Case Study Discussion	Yes	Assignment 2
2	Statutory provisions governing different components of reward systems: Discussion on New 4 Labour Laws which are replacing 44 existing Labour Laws	Yes	
1	The Minimum Wages Act, 1948,	N/A	
1	The Payment of Wages Act ,1936,	N/A	
1	The Workmen's Compensation Act ,1923,	N/A	
1	Payment of Bonus Act ,1965. Wage Boards	N/A	
1	Pay commissions, Recommendations of 6 th Pay Commission,	N/A	
2	Recommendations of 2 nd National Commission on Labour relating to Compensation.	N/A	
1	International Compensation Practices: Problems, Objectives and Elements of Expatriate's Compensation Package.	N/A	
1	Last year question Paper	Yes	
5	Following Exercises will be done in Workshop mode: Automatic Attendance Sheet, I-Card Preparation, Salary Calculation Sheet, Salary Slip Generation, MIS for Monitoring Employee Performance, Introduction to SARAL Pay Roll Software	Yes	