

GUJARAT UNIVERSITY
K. S. SCHOOL OF BUSINESS MANAGEMENT
[Five Years' (Full-time) M.B.A. Integrated Degree Course]
Fifth Year M.B.A. (SEM – IX)
KS_M_H_52
Compensation Management (HR Elective)

3 credit course

Objective:

- To familiarise the students with the issue of compensation management in modern organization.
 - Compensation Management being the core and strategic area for HR professionals, the subject would help students to master the skills required to formulate compensation policy & system
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MODULE – I **[20%]**

- Introduction to Compensation Management
- Employee Compensation & the Labour Market
- Economic Theories and Compensation Management

MODULE - II **[20%]**

- Employee Benefits
- Employee Motivation & Compensation
- Team-based Compensation

MODULE - III **[20%]**

- Performance related compensation
- Executive Compensation

MODULE - IV **[20%]**

- Sales Compensation Plan
- Managing Rewards
- Quantitative Tools & Innovation in Compensation

MODULE - V **[20%]**

- Provident fund, Gratuity, Maternity Act and Mediclaim Schemes.

No of lectures in semester: Approximately 40 to 45 hours

Assignments: Minimum 3 Assignments

Evaluation Pattern:

Continuous Evaluation	30%
Mid-Sem. Exam	20%
End-Sem. Exams	50%

Reference Books:

- Compensation Management by Deepak Kumar Bhattacharya; Oxford University Press.
- Compensation Management in knowledge based World, Richard.I.Hindreson, Pearson Education.
- Armstrong's Handbook of Reward Management Practice by Michael Armstrong published by Kogan Page; Latest edition.
- Industrial Law by N.D.Kapoor
- Labour & Industrial Laws by P.k.Padhi published by PHI. Latest edition

Journal:

- Journal of Compensation Management.