

Uka Tarsadia University



B.B.A.

Compensation Management (030030613)

6th Semester

Effective from January-2014

Uka Tarsadia University

Compensation Management (030030613)

BBA (Sem.-6) Syllabus, effective from January -2014

Course Objective and Outcome: To impart knowledge of effective compensation plan necessary to attract and retain talent in an industry.

Total Hours: 52

[4 hrs. per week]

Unit-1 Job Evaluation

[Weightage 25%]

- 1.1. Concept and Features
- 1.2. Job Evaluation vs Performance Appraisal
- 1.3. Process of Job Evaluation
- 1.4. Essentials for the Success of a Job Evaluation Programme
- 1.5. Job Evaluation Methods
- 1.6. Limitations of Job Evaluation

Unit-2 Compensation Administration

[Weightage 25%]

- 2.1. Introduction
- 2.2. Objectives of Compensation Planning
- 2.3. Components of Pay Structure in India
- 2.4. Wages and Salary Administration: Introduction, Objectives and Principles
- 2.5. The Elements of Wage and Salary System
- 2.6. Factors Influencing Compensation Levels
- 2.7. Wage Policy
- 2.8. Wage Policy in India
- 2.9. State Regulation of Wages
- 2.10. Bonus
- 2.11. Wage Differentials
- 2.12. Choice in Designing a Compensation System
- 2.13. Managerial Compensation

Unit-3 Incentives and Employee Benefits

[Weightage 25%]

- 3.1. Introduction
- 3.2. Variable Pay

- 3.3. Methods of Wage Payment
- 3.4. Incentive Plans
- 3.5. Individual Incentives
- 3.6. Success and Failures of Incentive Plans
- 3.7. Guidelines for PFP Systems
- 3.8. Group or Team Based Incentive Plans
- 3.9. Organization Wide Incentive Plans
- 3.10. Incentive Schemes for Indirect Workers
- 3.11. Fringe Benefits

Unit-4 Collective Bargaining

[Weightage 25%]

- 4.1. Collective Bargaining: Concept, Features and Objectives
- 4.2. Bargainable Issue
- 4.3. Types of Bargaining
- 4.4. The Process of Collective Bargaining
- 4.5. Collective Bargaining in India
- 4.6. Conditions Essentials for Effective Bargaining
- 4.7. Suggestions for Effective Implementation of Collective Bargaining
- 4.8. Recommendations of National Commission on Labour

Text Book:

1. Rao, VSP. *Human Resource Management: Text & Cases*. New Delhi: Excel Book.