

**Uka Tarsadia University**



**B.B.A.**

**Compensation Management (030030613)**

**6<sup>th</sup> 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.