

S No.	Course Code	Course Name	Course Type	Cd	L	T	P	Marks		
								Sessional	Final Exam	Total
2	MBA-332	Performance and Compensation Management	Elective	4	4	0	0	30	70	100

COURSE OUTCOMES

At the end of the course the student will be able to:	
CO1	Examine the basic concepts and principles of performance management.
CO2	Appreciate the theories of wage management.
CO3	Develop insight into the types of incentive plans.
CO4	Comprehend the laws related to employee compensation.
CO5	Articulate the global compensation practices in different industries.

Detailed Syllabus

Section A

UNIT I: Performance Management: Concept, Perspectives, Objectives and Pre-requisites; Performance Appraisal to Performance management; Principles, Process and Model of Performance Management; Performance Management Systems; Role of HR Professionals in Performance Management and Ethics in Performance Management.

(10 Hrs)

UNIT II: Introduction to Compensation Management: Nature and Scope, Job Evaluation; Wage and Salary Administration; Wage Concepts, Wage Determination Process, Theories of Wage, Types of Wages: Time Rate, Piece Rate, Debt Method; Wage Differentials; Wage Policy and Wage Fixation Machinery.

(9 Hrs)

UNIT III: Compensation Systems: Internal and External Equity; Productivity and Wages, Individual-Group Variable Compensation, Employee Stock Ownership, Retirement Plans. Incentives: Definition, Types of Incentives, Individual Incentives: Organization Wide Incentives: Scanlon Plan, Profit Sharing, Non-Financial Incentive

(10 Hrs)

Section B

UNIT IV: Wage Legislation: Laws Relating to Workmen's Compensation; Payment of Wages Act (1936), The Minimum Wages Act (1948), The Payment of Bonus Act (1965), The Equal Remuneration Act (1976), Employee's State Insurance.

(9 Hrs)

UNIT V: International Compensation: - Introduction, Objectives, Complexities, managing variations, Strategy, influencing factors and key components; Reward systems, Perceptions of Pay Fairness, Employee Benefits, prerequisites, non-monetary benefits, Performance Analytics, Impact of Remote work on Performance Management.

(10 Hrs)

Textbooks

S. No	Name of the Books	Name of Author	Publisher Name	Edition (Pub. Yr.)
1.	Performance Management	Kohli. A.S & Deb. T	Oxford university	1 st (2011)
2.	Compensation Management	Bhattacharya D. K	Oxford university	7 th (2014)

Reference Books

S.No	Name of the Books	Name of Author	Publisher Name	Edition (Pub. Yr.)
1	Training for Development	Lynton R. P	Sage publication India Pvt. Ltd	4th (2018)