



Kot Bhalwal, Jammu



Model Institute of Engineering
& Technology (Autonomous)
Dr. Arun K. Gupta Teaching-Learning Centre

Department of MBA

Details of Lesson Plan

S.No.	Particulars	Details
1.	Course Name	Performance and Compensation Management
2.	Course Code	MBA-332
3.	Academic Year	2024-2025
4.	Semester	3rd
5.	Number of Lesson plans	48
6.	Faculty Assigned	Dr. Parul Sharma

Faculty Signature



Lesson Plan No. 1	Course Name: Performance and Compensation Management Topic: Concept of Performance Management	Course No.: MBA-332
--------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Define performance management and its purpose. b. Understand the components and benefits of an effective performance management system. c. Recognize the role of performance management in organizational success.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Introduce the concept of performance management, highlighting its role in improving employee performance and aligning individual goals with organizational objectives.2. Development (30 minutes)<ul style="list-style-type: none">- Definition and Purpose- Definition: Explain performance management as a continuous process of setting objectives, assessing progress, and providing feedback.- Purpose: Discuss how performance management aims to improve employee performance, enhance productivity, and achieve organizational goals. Components of Performance Management- Goal Setting: Explain the importance of setting clear, measurable goals.- Performance Reviews: Discuss the role of regular performance reviews in tracking progress and providing feedback.- Development Plans: Describe how development plans are used to address performance gaps and support employee growth. Benefits of Performance Management- For Employees: Improved clarity of expectations, personal growth, and career development.- For Organizations: Enhanced productivity, alignment with strategic goals, and improved employee retention.- Exercise (5 minutes)- Think Pair and share



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these.2. Suggested Reading3. https://www.spiceworks.com/hr/workforce-management/articles/what-is-performance-management/4. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is the primary purpose of performance management? Which component of performance management involves setting clear, measurable goals? How does performance management benefit organizations? Spend 5 minutes evaluating student assimilation of the lesson contents



Lesson Plan No. 2	Course Name: Performance and Compensation Management Topic: Perspectives on Performance Management	Course No.: MBA-332
--------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Explore various perspectives on performance management. b. Understand different approaches to performance management and their implications. c. Evaluate the effectiveness of different performance management perspectives.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Introduce the various perspectives on performance management, emphasizing that different approaches can be adopted based on organizational culture and objectives.2. Development (30 minutes)<ul style="list-style-type: none">- Traditional Perspective- Focus on Appraisal: Discuss how traditional performance management focuses on periodic performance appraisals and ratings.- Challenges: Highlight challenges such as lack of real-time feedback and limited focus on employee development.- Modern Perspective- Continuous Feedback: Explain how modern performance management emphasizes ongoing feedback and regular check-ins.- Employee Development: Discuss the focus on employee development, goal setting, and alignment with organizational objectives.- Strategic Perspective- Integration with Strategy: Describe how performance management is integrated with organizational strategy and goals.- Performance Metrics: Discuss the use of performance metrics to drive organizational success and ensure alignment with strategic objectives.- Exercise (5 minutes)- One-Minute



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading2. https://theintactone.com/2022/12/31/perspectives-to-performance-management-system/#google_vignette3. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is a key feature of the modern perspective on performance management? How does the strategic perspective on performance management benefit organizations? What challenge is associated with the traditional perspective on performance management? Spend 5 minutes evaluating student assimilation of the lesson contents



Lesson Plan No. 3	Course Name: Performance and Compensation Management Topic: Objectives and Pre-requisites of Performance Management	Course No.: MBA-332
--------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the key objectives of performance management.Identify the pre-requisites needed for implementing an effective performance management system.Recognize the importance of aligning performance management objectives with organizational goals.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Introduce the objectives and pre-requisites of performance management, emphasizing the importance of clear objectives and necessary conditions for successful implementation.Development (30 minutes)<ul style="list-style-type: none">Objectives of Performance ManagementEnhance Performance: Explain how performance management aims to enhance individual and team performance.Align Goals: Discuss the objective of aligning employee goals with organizational objectives.Support Development: Describe the goal of supporting employee development and career growth.Pre-requisites for Effective Performance ManagementClear Objectives: Discuss the need for clear and measurable performance objectives.Effective Communication: Explain the importance of open and honest communication between managers and employees.Training and Support: Highlight the need for training managers and providing support to ensure effective implementation.Exercise (5 minutes)One-Minute
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Readinghttps://www.investopedia.com/terms/p/performance-management.aspSpend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is one of the main objectives of performance management?



	<p>What is a key pre-requisite for implementing an effective performance management system? Why is effective communication important in performance management? Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 4	Course Name: Performance and Compensation Management Topic: Performance Appraisal to Performance Management	Course No.: MBA-332
--------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the transition from performance appraisal to performance management. b. Recognize the differences between traditional performance appraisals and modern performance management practices. c. Evaluate the impact of this transition on employee performance and organizational success.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Introduce the shift from traditional performance appraisals to a more comprehensive performance management approach, emphasizing the benefits of this transition.2. Development (30 minutes)<ul style="list-style-type: none">- Traditional Performance Appraisal- Definition and Process: Describe the traditional performance appraisal process, including annual reviews and ratings.- Limitations: Discuss limitations such as infrequent feedback and lack of focus on development.- Performance Management Approach- Continuous Feedback: Explain how performance management involves ongoing feedback and regular check-ins.- Development Focus: Describe the focus on employee development and alignment with organizational goals.- Impact of Transition- Employee Engagement: Discuss how the shift to performance management can increase employee engagement and motivation.- Organizational Success: Explain how performance management contributes to overall organizational success by improving performance and aligning goals.- Exercise (5 minutes)- One-Minute
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.synergita.com/blog/performance-management-software/differentiate-employee-performance-management-and-



	<p>performance-appraisal/</p> <p>2. Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.</p> <p>What is a key limitation of traditional performance appraisals?</p> <p>How does performance management differ from traditional performance appraisals?</p> <p>What is one benefit of transitioning to a performance management approach?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>



Lesson Plan No. 5	Course Name: Performance and Compensation Management Topic: Principles of Performance Management	Course No.: MBA-332
--------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the fundamental principles of performance management. b. Recognize how these principles contribute to effective performance management. c. Apply these principles to develop a performance management system.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Introduce the core principles of performance management, emphasizing their role in creating an effective and efficient performance management system.2. Development (30 minutes)<ul style="list-style-type: none">- Core Principles- Alignment with Goals: Discuss how performance management should align with organizational goals and objectives.- Continuous Improvement: Explain the principle of continuous improvement and its role in enhancing employee performance.- Fairness and Objectivity: Describe the importance of fairness and objectivity in evaluating employee performance.- Application of Principles- Goal Setting: Explain how setting clear, measurable goals aligns with organizational objectives.- Feedback Mechanisms: Discuss the role of regular feedback in supporting continuous improvement.- Development Opportunities: Describe how providing development opportunities supports employee growth and performance.- Exercise (5 minutes)- One-Minute
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.openhrms.com/blog/top-9-principles-of-performance-management/2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to



	<p>answer and discuss.</p> <p>What are the core principles of performance management?</p> <p>How does fairness and objectivity contribute to effective performance management?</p> <p>Why is alignment with organizational goals important in performance management?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	---



Lesson Plan No. 6	Course Name: Performance and Compensation Management Topic: Process of Performance Management	Course No.: MBA-332
--------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> a. Understand the steps involved in the performance management process. b. Recognize the importance of each step in achieving effective performance management. c. Apply the performance management process to real-world scenarios.
Teaching Aids (if any)	<ol style="list-style-type: none"> a. Power point presentation
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Introduce the performance management process, outlining the key steps involved and their significance in managing and enhancing employee performance. 2. Development (30 minutes) <ul style="list-style-type: none"> - Steps in the Performance Management Process - Goal Setting: Explain the process of setting clear, measurable goals. - Ongoing Feedback: Discuss the importance of providing regular feedback to employees. - Performance Reviews: Describe the process of conducting performance reviews and evaluations. - Development Planning: Explain how to create development plans based on performance reviews. - Application of the Processase Studies: Provide examples of organizations implementing the performance management process. - Challenges and Solutions: Discuss common challenges in the performance management process and potential solutions. - Exercise (5 minutes) - One-Minute
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.iafc.org/docs/default-source/1vcos/ok-pmp-handbook.pdf 2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none"> 1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.



	<p>What is the first step in the performance management process? Why is ongoing feedback important in the performance management process? What is a key component of development planning in the performance management process? Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	---



Lesson Plan No. 7	Course Name: Performance and Compensation Management Topic: Performance Management Systems	Course No.: MBA-332
--------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> a. Understand the components and types of performance management systems. b. Recognize the benefits and challenges of implementing performance management systems. c. Evaluate different performance management systems and their effectiveness.
Teaching Aids (if any)	<ol style="list-style-type: none"> a. Power point presentation
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Introduce performance management systems, highlighting their role in managing and improving employee performance through structured processes and tools. 2. Development (30 minutes) <ul style="list-style-type: none"> - Components of Performance Management Systems - Goal Setting: Discuss how performance management systems facilitate goal setting. - Performance Tracking: Explain the tools and methods used to track employee performance. - Feedback and Reviews: Describe the mechanisms for providing feedback and conducting performance reviews. - Types and Examples - Traditional Systems: Discuss traditional performance management systems and their features. - Modern Systems: Explain modern systems that incorporate continuous feedback, real-time data, and alignment with organizational goals. - Case Studies: Provide examples of organizations using different performance management systems. - https://www.youtube.com/watch?v=fS4ihAcne3o - Exercise (5 minutes) - Summarizing
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.sap.com/india/products/hcm/performance-goals/what-is-a-performance-management-system.html 2. Spend 5 minutes to wrap up and consolidate the learnings



Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is a key component of a performance management system? How do modern performance management systems differ from traditional systems? What are the benefits of using a performance management system? Spend 5 minutes evaluating student assimilation of the lesson contents
-------------------	---



Lesson Plan No. 8	Course Name: Performance and Compensation Management Topic: Role of HR Professionals in Performance Management	Course No.: MBA-332
--------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the role of HR professionals in implementing and managing performance management systems.Recognize the responsibilities of HR professionals in supporting performance management processes.Evaluate the impact of HR involvement on the effectiveness of performance management.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Introduce the role of HR professionals in performance management, emphasizing their crucial role in ensuring the effectiveness of performance management systems.Development (30 minutes)<ul style="list-style-type: none">Responsibilities of HR ProfessionalsSystem Implementation: Discuss HR's role in implementing performance management systems and tools.Training and Support: Explain how HR professionals provide training and support to managers and employees.Monitoring and Evaluation: Describe HR's role in monitoring the performance management process and evaluating its effectiveness.Impact of HR InvolvementEnhanced Effectiveness: Explain how HR involvement improves the effectiveness of performance management systems.Employee Engagement: Discuss how HR professionals contribute to increased employee engagement and satisfaction.Exercise (5 minutes)One Minute Paper
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://knowledgewords.com/images/the-role-of-human-resources-in-performance-management-of-smes-the-case-of-republic-of-macedonia.pdfSpend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">Reflective Questions (What, Why, Who?). Allow students to



	<p>answer and discuss.</p> <p>What is a key responsibility of HR professionals in performance management?</p> <p>How can HR professionals impact employee engagement in performance management?</p> <p>What role does HR play in monitoring and evaluating performance management systems?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 9	Course Name: Performance and Compensation Management Topic: Ethics in Performance Management	Course No.: MBA-332
--------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the ethical considerations in performance management.Recognize the importance of ethical practices in evaluating and managing employee performance.Identify strategies to ensure ethical behavior in performance management processes.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Introduce the concept of ethics in performance management, highlighting the importance of maintaining fairness and integrity in evaluating and managing employee performance.Development (30 minutes)<ul style="list-style-type: none">Ethical Considerations Fairness and Objectivity: Discuss the importance of fairness and objectivity in performance evaluations.Avoiding Bias: Explain strategies to avoid bias and ensure unbiased evaluations.Ensuring Ethical BehaviorTransparency: Describe the importance of transparency in the performance management process.Training and Guidelines: Discuss the role of training and guidelines in promoting ethical behavior among managers and employees.Handling Ethical Dilemmas: Provide examples of common ethical dilemmas in performance management and strategies for addressing them.https://www.youtube.com/watch?v=1W1UId6CGmQExercise (5 minutes)One Minute Paper
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.peoplebox.ai/blog/ethics-in-performance-management/Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">Reflective Questions (What, Why, Who?). Allow students to



	<p>answer and discuss.</p> <p>What is a key ethical consideration in performance management?</p> <p>How can transparency impact the performance management process?</p> <p>What is a strategy for addressing ethical dilemmas in performance management?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 10	Course Name: Performance and Compensation Management Topic: Training vs Development	Course No.: MBA-332
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the difference between training and development.Recognize the objectives and benefits of each.Apply the concepts of training and development to enhance employee performance and organizational success.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Introduce the concepts of training and development, highlighting their differences and how each contributes to employee growth and organizational success.Development (30 minutes)<ul style="list-style-type: none">Training<ul style="list-style-type: none">Definition and Objectives: Explain training as a process aimed at improving specific skills and knowledge related to current job responsibilities.Benefits: Discuss the benefits of training, including improved job performance and productivity.Examples: Provide examples of training programs and their impact on employee performance.Development<ul style="list-style-type: none">Definition and Objectives: Describe development as a broader process focused on overall employee growth and career advancement.Benefits: Explain the benefits of development, including increased employee potential and long-term career success.Examples: Provide examples of development programs and their impact on career growth.https://www.youtube.com/watch?v=ttFk89LsXZcExercise (5 minutes)Summarizing
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.td.org/talent-development-glossary-terms/what-is-employee-training-and-developmentSpend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">Reflective Questions (What, Why, Who?). Allow students to answer and discuss.



	<p>What is the primary focus of training? How does development differ from training? What is a benefit of development programs? Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 11	Course Name: Performance and Compensation Management Topic: Nature and Scope of Compensation Management	Course No.: MBA-332
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none">a. Understand the definition and importance of compensation management.b. Learn about the scope and components of compensation management.c. Identify the objectives and principles guiding compensation management.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Let's start with a question: "What motivates you to choose a particular job or stay in your current job?" This question often leads to discussions about salary and benefits, which are central to compensation management.- Today, we will explore the nature and scope of compensation management and understand why it is crucial for both employees and organizations.2. Development (30 minutes)<ul style="list-style-type: none">- Meaning and Importance- Define compensation management and its role in HRM.- Explain the importance of compensation management in attracting, retaining, and motivating employees.- Scope of Compensation Management- Discuss the various components of compensation: direct financial payments (wages, salaries, incentives) and indirect payments (benefits, services).- Explain the factors influencing compensation management, including internal and external factors.- Objectives and Principles- Identify the key objectives of compensation management: equity, efficiency, compliance, and alignment with organizational goals.- Discuss the principles guiding effective compensation management, such as fairness, consistency, and competitiveness.- https://www.youtube.com/watch?v=Jn-UB5mPDbw- Exercise (5 minutes)- Summarizing



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.aihr.com/blog/types-of-compensation/2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Define compensation management. List two components of compensation. What are the key objectives of compensation management? Spend 5 minutes evaluating student assimilation of the lesson contents



Lesson Plan No. 12	Course Name: Performance and Compensation Management Topic: Job Evaluation	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the concept and purpose of job evaluation. Learn about different methods of job evaluation. Recognize the significance of job evaluation in compensation management.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power point presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Imagine two employees in different departments feel they should be earning the same amount because they both work equally hard. How would you determine if their jobs are of equal value to the company? This is where job evaluation comes in. Today, we will delve into the process and methods of job evaluation. Development (30 minutes) <ul style="list-style-type: none"> Meaning and Purpose Define job evaluation and explain its purpose in determining the relative worth of jobs within an organization. Discuss the importance of job evaluation in creating a fair and equitable pay structure. Methods of Job Evaluation Explain the different methods of job evaluation: ranking method, classification method, point-factor method, and factor comparison method. Provide examples of how each method is used in practice. Significance in Compensation Management Discuss how job evaluation contributes to internal equity and helps in developing a rational pay structure. Explain the role of job evaluation in ensuring compliance with legal standards and improving employee satisfaction. Exercise (5 minutes) One-minute paper
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://ca.indeed.com/career-advice/career-development/what-is-job-evaluation Spend 5 minutes to wrap up and consolidate the learnings



Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is the purpose of job evaluation? Name two methods of job evaluation. How does job evaluation contribute to compensation management? Spend 5 minutes evaluating student assimilation of the lesson contents
-------------------	--



Lesson Plan No. 13	Course Name: Performance and Compensation Management Topic: Wage and Salary Administration	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the concept and components of wage and salary administration. Learn about the processes involved in administering wages and salaries. Recognize the importance of wage and salary administration in an organization.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power point presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Have you ever wondered how companies decide how much to pay their employees? The process involves more than just setting a number; it involves various policies and strategies. Today, we'll explore the intricacies of wage and salary administration and its role in maintaining organizational equity and competitiveness. Development (30 minutes) <ul style="list-style-type: none"> Meaning and Components Define wage and salary administration and its role in HRM. Explain the components of wage and salary administration, including base pay, variable pay, and benefits. Processes Involved Discuss the steps involved in wage and salary administration: job analysis, job evaluation, wage surveys, and wage structure development. Explain the importance of maintaining internal and external equity in wage and salary administration. Importance in Organizations Highlight the significance of effective wage and salary administration in attracting and retaining talent. Discuss how wage and salary administration contributes to employee motivation, productivity, and overall organizational performance. Exercise (5 minutes) One-minute paper



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading http://bjvm.ac.in/doc/KR/sunita/bcom/sem1/2022/UNIT-2%20&%204%20WAGE%20AND%20SALARY%20ADMINISTRAT%20ION.pdf2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Define wage and salary administration. What are the components of wage and salary administration? Why is wage and salary administration important in an organization? Spend 5 minutes evaluating student assimilation of the lesson contents



Lesson Plan No. 14	Course Name: Performance and Compensation Management Topic: Wage Concepts	Course No.: MBA-332
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the different concepts of wages. Learn about the factors influencing wage determination. Recognize the various types of wages.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power point presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> When you hear the word "wage," what comes to mind? Is it the hourly rate, the salary, or something else? Today, we'll explore the different concepts of wages and understand the various factors that influence how wages are determined. Development (30 minutes) <ul style="list-style-type: none"> Different Concepts of Wages Define key wage concepts: minimum wage, living wage, fair wage, and real wage. Explain the significance of each concept in the context of labor economics and employee welfare. Factors Influencing Wage Determination Discuss the internal factors influencing wage determination: job evaluation, employee performance, and company policy. Explain the external factors influencing wage determination: labor market conditions, cost of living, and legal regulations. Types of Wages Describe the various types of wages: time rate, piece rate, and debt method. Provide examples to illustrate how each type of wage is applied in different work settings. Exercise (5 minutes) One-minute paper
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://egyankosh.ac.in/bitstream/123456789/6836/1/Unit-4.pdf Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none"> Reflective Questions (What, Why, Who?). Allow students to answer and discuss. Define minimum wage. List two factors influencing wage determination.



	<p>What are the different types of wages? Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 15	Course Name: Performance and Compensation Management Topic: Wage Determination Process	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the process of wage determination.Learn about the role of job evaluation and wage surveys in wage determination.Recognize the impact of legal and economic factors on wage determination.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Imagine you are an HR manager tasked with setting wages for new employees.What steps would you take to ensure fairness and competitiveness?Today, we'll walk through the wage determination process and understand the various factors that influence it.Development (30 minutes)<ul style="list-style-type: none">Steps in Wage DeterminationExplain the steps involved in the wage determination process: job analysis, job evaluation, wage surveys, and wage structure development.Discuss the importance of each step in ensuring fair and equitable wages.Role of Job Evaluation and Wage SurveysDescribe how job evaluation helps in determining the relative worth of jobs.Explain the role of wage surveys in comparing wages with industry standards and ensuring external competitiveness.Impact of Legal and Economic FactorsDiscuss the impact of legal regulations (minimum wage laws, labor standards) on wage determination.Explain the influence of economic factors (inflation, labor market conditions) on wage levels.Exercise (5 minutes)Think-Pair Share
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://egyankosh.ac.in/bitstream/123456789/6836/1/Unit-4.pdfSpend 5 minutes to wrap up and consolidate the learnings



Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What are the steps involved in the wage determination process? How does job evaluation contribute to wage determination? Name two economic factors that influence wage levels. Spend 5 minutes evaluating student assimilation of the lesson contents
-------------------	--



Lesson Plan No. 16	Course Name: Performance and Compensation Management Topic: Theories of Wage	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand various theories of wage determination.Learn about the historical and economic contexts of these theories.Recognize the relevance of wage theories in contemporary compensation management.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Have you ever wondered why some jobs pay more than others? Economists have developed several theories to explain this.Today, we will explore the different theories of wage determination and see how they apply in real-world scenarios.Development (30 minutes)<ul style="list-style-type: none">Classical TheoriesDiscuss the classical theories of wage determination: subsistence theory, wage fund theory, and residual claimant theory.Explain the historical context and key proponents of each theory.Modern TheoriesIntroduce modern theories of wage determination: marginal productivity theory, bargaining theory, and efficiency wage theory.Discuss the economic principles underlying each theory.Relevance in Contemporary ContextAnalyze the relevance of these wage theories in today's labor market.Provide examples of how these theories are applied in contemporary compensation management practices.Exercise (5 minutes)Think-Pair Share
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://is.muni.cz/el/econ/jaro2009/PETPPZ/um/theory_of_wages.pdfSpend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is the subsistence theory of wage determination? Describe the efficiency wage theory.



	<p>How is the marginal productivity theory relevant to modern compensation management?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 17	Course Name: Performance and Compensation Management Topic: Types of Wages: Time Rate, Piece Rate, Debt Method	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the different types of wages: time rate, piece rate, and debt method. b. Learn about the advantages and disadvantages of each type. c. Recognize the appropriate contexts for applying each wage type.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">- Imagine you are running a factory. How would you decide whether to pay your workers by the hour, by the number of items they produce, or another method?- Today, we will explore the different types of wages and understand the best contexts for each.Development (30 minutes)<ul style="list-style-type: none">- Time Rate<ul style="list-style-type: none">- Define the time rate wage system and explain how it works.- Discuss the advantages and disadvantages of the time rate system.- Provide examples of jobs where the time rate system is commonly used.- Piece Rate<ul style="list-style-type: none">- Define the piece rate wage system and explain how it works.- Discuss the advantages and disadvantages of the piece rate system.- Provide examples of jobs where the piece rate system is commonly used.- Debt Method<ul style="list-style-type: none">- Define the debt method of wage payment and explain its unique characteristics.- Discuss the advantages and disadvantages of the debt method.- Provide examples of situations where the debt method might be applied.- Exercise (5 minutes)- Summarising
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.jsscacs.edu.in/sites/default/files/Department%20Files/DOC-20231222-WA0002..pdfSpend 5 minutes to wrap up and consolidate the learnings



Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is the time rate wage system? List one advantage and one disadvantage of the piece rate system. Provide an example of a job suitable for the time rate wage system. Spend 5 minutes evaluating student assimilation of the lesson contents
-------------------	---



Lesson Plan No. 18	Course Name: Performance and Compensation Management Topic: Wage Differentials	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the concept of wage differentials.Learn about the factors contributing to wage differentials.Recognize the implications of wage differentials in the workplace.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Why do two people with similar jobs in different companies or regions earn different wages?This phenomenon is known as wage differentials.Today, we'll explore the factors behind wage differentials and their implications for employees and organizations.Development (30 minutes)<ul style="list-style-type: none">Meaning and ConceptDefine wage differentials and explain their significance.Discuss the different types of wage differentials: occupational, geographical, and industrial.Factors Contributing to Wage DifferentialsExplain the internal factors contributing to wage differentials: skills, experience, job performance, and organizational policy.Discuss the external factors contributing to wage differentials: labor market conditions, cost of living, and legal regulations.Implications of Wage DifferentialsAnalyze the implications of wage differentials for employee morale, productivity, and turnover.Discuss strategies for managing wage differentials to ensure fairness and equity within organizations.Exercise (5 minutes)Summarising
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://egyankosh.ac.in/bitstream/123456789/42410/1/Unit-11.pdfSpend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What are wage differentials?



	<p>Name two factors contributing to wage differentials.</p> <p>How can wage differentials affect employee morale?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	---



Lesson Plan No. 19	Course Name: Performance and Compensation Management Topic: Wage Policy and Wage Fixation Machinery	Course No.: MBA-332
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the concept and objectives of wage policy.Discuss about the mechanisms and institutions involved in wage fixation.Recognize the importance of wage policy in ensuring fair and equitable wages.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">How does the government ensure that workers are paid fairly?Wage policy and wage fixation machinery play a crucial role in this process.Today, we'll delve into the objectives of wage policy and the mechanisms involved in wage fixation.Development (30 minutes)<ul style="list-style-type: none">Concept and Objectives of Wage PolicyDefine wage policy and explain its significance in labor economics.Discuss the objectives of wage policy: ensuring fair wages, promoting industrial peace, and enhancing productivity.Mechanisms and Institutions Involved in Wage FixationExplain the role of wage boards, tribunals, and labor courts in wage fixation.Discuss the processes and criteria used by these institutions to determine wages.Importance of Wage PolicyAnalyze the impact of wage policy on labor relations and economic stability.Discuss the challenges and considerations in formulating and implementing wage policy.Exercise (5 minutes)Summarising
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://labour.gov.in/sites/default/files/doc1.pdfSpend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">Reflective Questions (What, Why, Who?). Allow students to



	<p>answer and discuss. What is wage policy? Name one objective of wage policy. How do wage boards contribute to wage fixation? Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	---



Lesson Plan No. 20	Course Name: Performance and Compensation Management Topic: Internal and External Equity	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the concepts of internal and external equity in compensation.Learn about the importance of equity in employee satisfaction and motivation.Identify methods to achieve and maintain equity in organizations.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">How do you feel if you find out that a colleague doing the same job as you is earning more? Or if someone in another company with the same skills and experience is getting paid significantly higher?Today, we'll explore the concepts of internal and external equity in compensation to understand how fairness is maintained in organizations.Development (30 minutes)<ul style="list-style-type: none">Internal Equity<ul style="list-style-type: none">Define internal equity and its importance.Discuss methods to achieve internal equity: job evaluation, pay structures, and performance appraisals.Provide examples of how internal equity is maintained in various organizations.External Equity<ul style="list-style-type: none">Define external equity and its significance.Discuss methods to achieve external equity: market surveys, benchmarking, and industry standards.Provide examples of how external equity is ensured in different sectors.Exercise (5 minutes)Summarising
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.patriotsoftware.com/blog/payroll/what-is-internal-equity/Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">Reflective Questions (What, Why, Who?). Allow students to answer and discuss.



	<p>What is internal equity in compensation?</p> <p>How can organizations achieve external equity?</p> <p>Why is maintaining equity important for employee motivation?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	---



Lesson Plan No. 21	Course Name: Performance and Compensation Management Topic: Productivity and Wages	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the relationship between productivity and wages. Learn about the factors influencing both productivity and wages. Recognize strategies to enhance productivity and align it with wage increases.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power point presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Have you ever wondered why some companies pay their employees more than others? It often has to do with productivity. Companies that find ways to increase their employees' productivity can afford to pay higher wages. Today, we'll explore the relationship between productivity and wages and understand how they influence each other. Development (30 minutes) <ul style="list-style-type: none"> Concept of Productivity Define productivity and its measurement. Discuss the factors affecting productivity: technology, skills, and organizational practices. Wages and Their Determinants Define wages and their components. Discuss factors influencing wage levels: productivity, labor market conditions, and company profitability. Linking Productivity to Wages Analyze how increases in productivity can lead to higher wages. Discuss strategies for aligning wage increases with productivity improvements: performance-based pay, incentives, and profit-sharing plans. Exercise (5 minutes) Summarising
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://insight.kellogg.northwestern.edu/article/worker-productivity-minimum-wage-increase Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none"> Reflective Questions (What, Why, Who?). Allow students to



	<p>answer and discuss.</p> <p>What is productivity, and how is it measured?</p> <p>Name two factors that influence wage levels.</p> <p>How can companies link productivity to wage increases?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	---



Lesson Plan No. 22	Course Name: Performance and Compensation Management Topic: Individual-Group Variable Compensation	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the concepts of individual and group variable compensation.Learn about the advantages and challenges of each type.Identify best practices for implementing variable compensation plans.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Imagine you are part of a team working on a major project.Would you prefer to be rewarded individually for your contribution or share the rewards as a group?Today, we'll explore the concepts of individual and group variable compensation and understand their impact on motivation and performance.Development (30 minutes)<ul style="list-style-type: none">Individual Variable Compensation<ul style="list-style-type: none">Define individual variable compensation and its importance.Discuss the different types: bonuses, commissions, and performance-based pay.Analyze the advantages and challenges of individual variable compensation.Group Variable Compensation<ul style="list-style-type: none">Define group variable compensation and its significance.Discuss the different types: team bonuses, profit sharing, and gainsharing.Analyze the advantages and challenges of group variable compensation.Exercise (5 minutes)Summarising
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.leapsome.com/blog/variable-compensationSpend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">Reflective Questions (What, Why, Who?). Allow students to answer and discuss.



	<p>What is individual variable compensation?</p> <p>Name one advantage and one challenge of group variable compensation.</p> <p>How can variable compensation impact employee motivation?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	---



Lesson Plan No. 23	Course Name: Performance and Compensation Management Topic: Employee Stock Ownership	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the concept of employee stock ownership.Learn about the benefits and risks associated with employee stock ownership plans (ESOPs).Recognize the impact of ESOPs on employee motivation and company performance.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Would you be more motivated to work hard if you owned a piece of the company you work for?Employee stock ownership plans (ESOPs) allow employees to own shares in the company, aligning their interests with the company's success.Today, we'll explore the concept of employee stock ownership and its implications.Development (30 minutes)<ul style="list-style-type: none">Concept of Employee Stock OwnershipDefine employee stock ownership and explain how ESOPs work.Discuss the different types of stock ownership plans: stock options, restricted stock, and direct purchase plans.Benefits and Risks of ESOPsAnalyze the benefits of ESOPs: increased employee motivation, alignment of interests, and potential financial gains.Discuss the risks associated with ESOPs: financial exposure, lack of diversification, and administrative complexities.Impact on Company PerformanceDiscuss how ESOPs can positively impact company performance through increased employee engagement and retention.Provide examples of companies that have successfully implemented ESOPs.Exercise (5 minutes)Think-Pair Share



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://groww.in/p/what-is-esop2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is an employee stock ownership plan (ESOP)? Name one benefit and one risk of ESOPs. How can ESOPs impact employee motivation? Spend 5 minutes evaluating student assimilation of the lesson contents



Lesson Plan No. 24	Course Name: Performance and Compensation Management Topic: Retirement Plans	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the different types of retirement plans. Learn about the benefits and challenges of each type. Recognize the importance of retirement planning for employees and employers.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power point presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) <ul style="list-style-type: none"> Have you thought about how you'll support yourself financially after you retire? Retirement plans are designed to help employees save and invest for their future. Today, we'll explore the different types of retirement plans and their significance for both employees and employers. Development (30 minutes) <ul style="list-style-type: none"> Types of Retirement Plans Define and explain the different types of retirement plans: defined benefit plans, defined contribution plans, and hybrid plans. Discuss the key features and differences between each type. Benefits and Challenges of Retirement Plans Analyze the benefits of retirement plans for employees: financial security, tax advantages, and employer contributions. Discuss the challenges faced by employers in offering retirement plans: costs, regulatory compliance, and employee education. Importance of Retirement Planning Highlight the importance of retirement planning for employees' financial well-being. Provide tips for effective retirement planning and saving strategies. Exercise (5 minutes) Think-Pair Share
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.investopedia.com/terms/r/retirement-planning.asp Spend 5 minutes to wrap up and consolidate the learnings



Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What are the different types of retirement plans? Name one benefit of retirement plans for employees. Why is retirement planning important? Spend 5 minutes evaluating student assimilation of the lesson contents
-------------------	--



Lesson Plan No. 25	Course Name: Performance and Compensation Management Topic: Incentives: Definition and Types	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the definition and importance of incentives in compensation management.Learn about the different types of incentives: financial and non-financial.Recognize the impact of incentives on employee motivation and performance.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">What motivates you to work harder and achieve more?Incentives are designed to encourage and reward employees for their efforts and contributions.Today, we'll explore the definition of incentives and the different types used in organizations to boost motivation and performance.Development (30 minutes)<ul style="list-style-type: none">Definition of IncentivesDefine incentives and explain their role in compensation management.Discuss the importance of incentives in motivating employees and improving performance.Types of IncentivesFinancial IncentivesDefine and provide examples of financial incentives: bonuses, commissions, profit sharing, and stock options.Discuss the advantages and challenges of using financial incentives.Non-Financial IncentivesDefine and provide examples of non-financial incentives: recognition, career development opportunities, flexible work arrangements, and employee wellness programs.Discuss the advantages and challenges of using non-financial incentives.Exercise (5 minutes)Think-Pair Share



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.vedantu.com/commerce/incentives2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What are incentives? Name two examples of financial incentives. How do non-financial incentives differ from financial incentives? Spend 5 minutes evaluating student assimilation of the lesson contents



Lesson Plan No. 26	Course Name: Performance and Compensation Management Topic: Individual Incentives	Course No.: MBA-332
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Understand the concept of individual incentives. b. Learn about the different types of individual incentives and their impact on performance. c. Identify best practices for implementing individual incentive plans.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Have you ever received a bonus or commission for achieving a specific target? - These are examples of individual incentives designed to reward employees for their individual performance. - Today, we'll explore the concept of individual incentives and their role in motivating employees to achieve their best. 2. Development (30 minutes) <ul style="list-style-type: none"> - Concept of Individual Incentives - Define individual incentives and explain their significance in compensation management. - Discuss the role of individual incentives in motivating employees and driving performance. - Types of Individual Incentives - Bonuses <ul style="list-style-type: none"> - Define bonuses and provide examples of how they are used in organizations. - Discuss the advantages and challenges of using bonuses as individual incentives. - Commissions <ul style="list-style-type: none"> - Define commissions and explain how they work in sales and other performance-driven roles. - Discuss the advantages and challenges of using commissions as individual incentives. - Performance-Based Pay <ul style="list-style-type: none"> - Define performance-based pay and provide examples of its implementation. - Discuss the advantages and challenges of using performance-based pay as an individual incentive. - Best Practices for Implementing Individual Incentive Plans - Discuss strategies for designing and implementing effective individual incentive plans. - Provide tips for ensuring fairness, transparency, and alignment



	<p>with organizational goals.</p> <ul style="list-style-type: none">- Exercise (5 minutes)- Think-Pair Share
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.decusoft.com/incentive-plans-individual-incentives-vs-team-based-incentives/2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What are individual incentives? Name one advantage and one challenge of using commissions as individual incentives. How can organizations ensure fairness in individual incentive plans? Spend 5 minutes evaluating student assimilation of the lesson contents



Lesson Plan No. 27	Course Name: Performance and Compensation Management Topic: Organization-Wide Incentives: Scanlon Plan	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the concept of organization-wide incentives. b. Learn about the Scanlon Plan and its implementation. c. Recognize the benefits and challenges of the Scanlon Plan.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Imagine working in a company where everyone benefits from cost-saving ideas and improvements.- The Scanlon Plan is one such organization-wide incentive plan that encourages employees to contribute to the company's success.- Today, we'll explore the Scanlon Plan and how it motivates employees to work towards common goals.2. Development (30 minutes)<ul style="list-style-type: none">- Concept of Organization-Wide Incentives- Define organization-wide incentives and explain their significance in compensation management.- Discuss the role of organization-wide incentives in fostering teamwork and collective effort.- The Scanlon Plan<ul style="list-style-type: none">- Define the Scanlon Plan and explain its principles.- Discuss the implementation process of the Scanlon Plan: idea generation, cost savings, and gainsharing.- Analyze the benefits of the Scanlon Plan: increased employee engagement, cost savings, and improved performance.- Discuss the challenges of implementing the Scanlon Plan: administrative complexity, employee buy-in, and measurement difficulties.- Case Studies and Examples<ul style="list-style-type: none">- Provide examples of organizations that have successfully implemented the Scanlon Plan.- Discuss the outcomes and lessons learned from these examples.- Exercise (5 minutes)- One-Minute paper



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://egyankosh.ac.in/bitstream/123456789/6304/1/Unit-10.pdf2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is the Scanlon Plan? Name one benefit of the Scanlon Plan. What are the challenges of implementing the Scanlon Plan? Spend 5 minutes evaluating student assimilation of the lesson contents



Lesson Plan No. 28	Course Name: Performance and Compensation Management Topic: Organization-Wide Incentives: Profit Sharing	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the concept of profit sharing as an organization-wide incentive. b. Learn about the implementation and benefits of profit-sharing plans. c. Recognize the challenges and best practices for profit-sharing plans.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- How would you feel if you received a share of the company's profits at the end of the year?- Profit sharing is a powerful organization-wide incentive that aligns employees' interests with the company's success.- Today, we'll explore the concept of profit sharing and its impact on employee motivation and performance.2. Development (30 minutes)<ul style="list-style-type: none">- Concept of Profit Sharing- Define profit sharing and explain its significance in compensation management.- Discuss the different types of profit-sharing plans: deferred profit sharing, cash profit sharing, and combination plans.- Implementation of Profit Sharing Plans- Discuss the steps involved in designing and implementing profit-sharing plans.- Provide examples of how profit-sharing plans are communicated and administered in organizations.- Benefits and Challenges of Profit Sharing- Analyze the benefits of profit-sharing plans: increased employee engagement, alignment of interests, and financial rewards.- Discuss the challenges of implementing profit-sharing plans: variability of profits, administrative complexity, and employee perception.- Exercise (5 minutes)- One-Minute paper



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://hr-guide.com/Compensation/Gainsharing.htm2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is profit sharing? Name two types of profit-sharing plans. How can profit sharing benefit both employees and employers? Spend 5 minutes evaluating student assimilation of the lesson contents



Lesson Plan No. 29	Course Name: Performance and Compensation Management Topic: Non-Financial Incentives	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the concept of non-financial incentives.Learn about the different types of non-financial incentives.Recognize the impact of non-financial incentives on employee motivation and engagement.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">What motivates you at work besides money?Non-financial incentives play a crucial role in enhancing employee motivation and satisfaction.Today, we'll explore the concept of non-financial incentives and how they can be effectively used to motivate employees.Development (30 minutes)<ul style="list-style-type: none">Concept of Non-Financial IncentivesDefine non-financial incentives and explain their significance in compensation management.Discuss the role of non-financial incentives in enhancing employee motivation and engagement.Types of Non-Financial Incentives<ul style="list-style-type: none">Recognition and AwardsDefine and provide examples of recognition programs and awards.Discuss the impact of recognition on employee motivation and satisfaction.Career Development Opportunities<ul style="list-style-type: none">Define and provide examples of career development opportunities: training programs, mentoring, and promotions.Discuss the impact of career development on employee engagement and retention.Flexible Work Arrangements<ul style="list-style-type: none">Define and provide examples of flexible work arrangements: telecommuting, flexible hours, and job sharing.Discuss the impact of flexibility on employee work-life balance and satisfaction.Employee Wellness Programs<ul style="list-style-type: none">Define and provide examples of employee wellness programs: health and fitness initiatives, stress management, and mental health support.Discuss the impact of wellness programs on employee well-



	being and productivity. - Exercise (5 minutes) - One-Minute paper
Closure	1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://unacademy.com/content/cbse-class-12/study-material/business-studies/financial-and-non-financial-incentives/ 2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What are non-financial incentives? Name one type of recognition program. How do flexible work arrangements impact employee motivation? Spend 5 minutes evaluating student assimilation of the lesson contents



Lesson Plan No. 30	Course Name: Performance and Compensation Management Topic: Laws Relating to Workmen's Compensation	Course No.: MBA-332
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ul style="list-style-type: none"> a. Understand the Workmen's Compensation Act and its importance. b. Learn about the provisions and benefits provided under the law. c. Recognize the rights and responsibilities of employers and employees under the Act.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Have you ever wondered what happens if a worker gets injured at work? - Today, we'll explore the laws that protect workers and provide compensation in case of workplace injuries or accidents. 2. Development (30 minutes) <ul style="list-style-type: none"> - Overview of the Workmen's Compensation Act - Define the Act and its purpose. - Discuss the eligibility criteria for compensation. - Explain the types of injuries covered and the compensation calculation methods. - Employer and Employee Responsibilities - Discuss the obligations of employers regarding safety and compensation. - Explain the rights of employees to claim compensation and the process involved. - Case Studies and Examples - Analyze real-life cases of workplace accidents and the compensation awarded. - Discuss the role of the judiciary in enforcing the Act. - Exercise (5 minutes) - One-Minute paper
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://cleartax.in/s/workmen-compensation-act-1923 2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none"> 1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is the purpose of the Workmen's Compensation Act?



	<p>What types of injuries are covered under the Act? What are the responsibilities of employers under this law? Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 31	Course Name: Performance and Compensation Management Topic: Payment of Wages Act (1936)	Course No.: MBA-332
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the key provisions of the Payment of Wages Act.Learn about the rules governing the payment of wages.Recognize the rights of employees regarding timely and fair wage payments.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">How do you feel when your salary is delayed or deductions are made without your knowledge?The Payment of Wages Act ensures that workers receive their wages on time and without unfair deductions.Let's dive into the details of this important legislation.Development (30 minutes)<ul style="list-style-type: none">Overview of the Payment of Wages ActDefine the Act and its purpose.Discuss the scope of the Act, including which employees are covered.Explain the rules regarding wage periods, payment dates, and permissible deductions.Employee Rights and Employer ResponsibilitiesDiscuss the rights of employees under the Act.Explain the responsibilities of employers to ensure timely and correct payment of wages.Penalties and EnforcementAnalyze the penalties for non-compliance with the Act.Discuss the role of inspectors and the legal remedies available to employees.Exercise (5 minutes)One-Minute paper
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://unacademy.com/content/bpsc/study-material/labor-and-social-welfare/payment-of-wages-act/Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is the purpose of the Payment of Wages Act?



	<p>What are the permissible deductions under the Act? How does the Act ensure timely payment of wages? Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	---



Lesson Plan No. 32	Course Name: Performance and Compensation Management Topic: The Minimum Wages Act (1948)	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the concept of minimum wages and the importance of the Act. b. Learn about the criteria for fixing minimum wages. c. Recognize the impact of the Act on workers' livelihoods.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- What if you were paid less than what's necessary to meet your basic needs?- The Minimum Wages Act ensures that workers receive fair wages for their labor.- Today, we'll discuss how this law protects workers from exploitation.2. Development (30 minutes)<ul style="list-style-type: none">- Overview of the Minimum Wages Act- Define the Act and its purpose.- Discuss the criteria for determining minimum wages, including the cost of living, standard of living, and economic conditions.- Fixation and Revision of Minimum Wages- Explain the process of fixing and revising minimum wages at the central and state levels.- Discuss the role of the Minimum Wages Advisory Board.- Impact and Challenges- Analyze the impact of the Act on workers and employers.- Discuss the challenges in implementing and enforcing the Act.- Exercise (5 minutes)- One-Minute paper
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://labour.gov.in/sites/default/files/doc1.pdf2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is the purpose of the Minimum Wages Act? What criteria are considered in fixing minimum wages?



	<p>How does the Act impact workers and employers?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	---



Lesson Plan No. 33	Course Name: Performance and Compensation Management Topic: The Payment of Bonus Act (1965)	Course No.: MBA-332
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the provisions of the Payment of Bonus Act. b. Learn about the eligibility criteria and calculation of bonuses. c. Recognize the role of bonuses in employee motivation and satisfaction.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">- Would you feel more motivated if your company rewarded you with a bonus?- The Payment of Bonus Act ensures that eligible employees receive a share of the company's profits.- Let's explore how bonuses are calculated and distributed under this Act.Development (30 minutes)<ul style="list-style-type: none">- Overview of the Payment of Bonus Act- Define the Act and its purpose.- Discuss the eligibility criteria for receiving bonuses, including the wage ceiling and minimum service period.- Calculation and Distribution of Bonuses- Explain the formula for calculating bonuses based on profits and production.- Discuss the distribution process and the role of the Bonus Fund.- Impact on Employee Motivation- Analyze the role of bonuses in motivating employees and improving performance.- Discuss the challenges faced by employers in meeting the bonus requirements.- Exercise (5 minutes)- One-Minute paper
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.teamleaseregtech.com/resources/acts/article/57/payment-of-bonus-act-1965/Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">Reflective Questions (What, Why, Who?). Allow students to answer and discuss.



	<p>What is the purpose of the Payment of Bonus Act?</p> <p>How are bonuses calculated under the Act?</p> <p>What is the impact of bonuses on employee motivation?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	---



Lesson Plan No. 34	Course Name: Performance and Compensation Management Topic: The Equal Remuneration Act (1976)	Course No.: MBA-332
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the provisions of the Equal Remuneration Act.Learn about the importance of equal pay for equal work.Recognize the challenges in implementing equal remuneration in the workplace.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Do you think it's fair for two people doing the same job to be paid differently?The Equal Remuneration Act ensures that men and women receive equal pay for equal work.Let's discuss how this law promotes gender equality in the workplace.Development (30 minutes)<ul style="list-style-type: none">Overview of the Equal Remuneration ActDefine the Act and its purpose.Discuss the key provisions, including equal pay for equal work and non-discrimination in recruitment.Implementation and ChallengesExplain the steps employers must take to ensure compliance with the Act.Discuss the challenges in implementing equal remuneration, including societal norms and workplace biases.Impact on Gender EqualityAnalyze the role of the Act in promoting gender equality in the workplace.Discuss real-life examples of how the Act has been enforced.Exercise (5 minutes)One-Minute paper
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://samadhan.labour.gov.in/whatsnew/equal_remuneration_act_1976.pdfSpend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">Reflective Questions (What, Why, Who?). Allow students to answer and discuss.



	<p>What is the purpose of the Equal Remuneration Act?</p> <p>What are the key provisions of the Act?</p> <p>How does the Act promote gender equality in the workplace?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 35	Course Name: Performance and Compensation Management Topic: Employee's State Insurance (ESI)	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the provisions of the Employee's State Insurance Act. b. Learn about the benefits provided under the ESI scheme. c. Recognize the role of ESI in employee welfare and social security.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Have you ever considered how medical expenses can impact your finances if you get sick or injured?- The Employee's State Insurance (ESI) scheme provides medical and financial benefits to workers and their families.- Let's explore how this scheme works and who can benefit from it.2. Development (30 minutes)<ul style="list-style-type: none">- Overview of the ESI Act- Define the Act and its purpose.- Discuss the eligibility criteria for ESI benefits, including wage limits and coverage.- Benefits and Contributions- Explain the various benefits provided under the ESI scheme, including medical care, sickness benefits, and maternity benefits.- Discuss the contribution rates for employers and employees and the process of making contributions.- Role of ESI in Employee Welfare- Analyze the impact of ESI on employee welfare and social security.- Discuss the challenges in implementing and accessing ESI benefits.- Exercise (5 minutes)- One-Minute paper
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.india.gov.in/spotlight/employees-state-insurance-scheme#tab=tab-12. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to



	<p>answer and discuss.</p> <p>What is the purpose of the ESI Act?</p> <p>What benefits are provided under the ESI scheme?</p> <p>How do employees and employers contribute to the ESI scheme?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	---



Lesson Plan No. 36	Course Name: Performance and Compensation Management Topic: The Employees' Provident Funds and Miscellaneous Provisions Act (1952)	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the purpose and provisions of the Employees' Provident Funds Act. b. Learn about the benefits provided under the Provident Fund (PF) scheme. c. Recognize the responsibilities of employers and employees regarding contributions to the Provident Fund.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Have you ever thought about how saving for retirement can impact your future financial security?- The Employees' Provident Fund Act provides a safety net for workers through a compulsory savings scheme.- Today, we'll explore how this system works and its benefits.2. Development (30 minutes)<ul style="list-style-type: none">- Overview of the Provident Funds Act- Define the Act and its purpose.- Discuss the eligibility criteria for Provident Fund contributions and coverage.- Employer and Employee Contributions- Explain the contribution rates for employers and employees, including voluntary contributions.- Discuss the process for making contributions and the role of the Provident Fund Office.- Benefits and Withdrawals- Analyze the benefits provided under the Provident Fund scheme, including retirement, medical, and housing benefits.- Discuss the rules for withdrawing funds from the Provident Fund and the conditions for early withdrawals.- Exercise (5 minutes)- One-Minute paper



Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.epfindia.gov.in/site_docs/PDFs/Downloads_PDFs/EPFAct1952.pdf2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is the purpose of the Employees' Provident Funds Act? How are contributions to the Provident Fund made? What are the benefits provided under the Provident Fund scheme? Spend 5 minutes evaluating student assimilation of the lesson contents



Lesson Plan No. 37	Course Name: Performance and Compensation Management Topic: The Maternity Benefit Act (1961)	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the key provisions of the Maternity Benefit Act. b. Learn about the rights and benefits provided to working women during maternity. c. Recognize the role of the Act in promoting the well-being of working mothers.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- How do you think workplaces should support women during pregnancy and childbirth?- The Maternity Benefit Act ensures that women receive the necessary support and benefits during this crucial time.- Let's discuss how this law protects working mothers.2. Development (30 minutes)<ul style="list-style-type: none">- Overview of the Maternity Benefit Act- Define the Act and its purpose.- Discuss the eligibility criteria for maternity benefits, including the duration of employment and the types of organizations covered.- Maternity Leave and Benefits- Explain the provisions for maternity leave, including the duration and conditions for leave.- Discuss the financial benefits provided during maternity leave, such as salary continuation and medical allowances.- Rights and Responsibilities- Analyze the rights of working women under the Act, including protection from dismissal and discrimination during pregnancy.- Discuss the responsibilities of employers to comply with the Act and support pregnant employees.- Exercise (5 minutes)- Summarizing
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://wb.gov.in/acts/act_labour_maternity_act.pdf2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	1. Reflective Questions (What, Why, Who?). Allow students to



	<p>answer and discuss.</p> <p>What is the purpose of the Maternity Benefit Act?</p> <p>What are the benefits provided to working women under this Act?</p> <p>How does the Act protect women from discrimination during pregnancy?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 38	Course Name: Performance and Compensation Management Topic: The Gratuity Act (1972)	Course No.: MBA-332
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the provisions of the Gratuity Act and its importance for employee welfare.Learn about the eligibility criteria and calculation of gratuity.Recognize the role of gratuity in employee retention and motivation.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Have you ever considered how long-term service with a company should be rewarded?The Gratuity Act ensures that employees receive a financial reward for their years of service.Today, we'll explore how gratuity is calculated and its impact on employee welfare.Development (30 minutes)<ul style="list-style-type: none">Overview of the Gratuity ActDefine the Act and its purpose.Discuss the eligibility criteria for receiving gratuity, including the minimum years of service and conditions for disqualification.Calculation and Payment of GratuityExplain the formula for calculating gratuity based on salary and years of service.Discuss the process for payment of gratuity and the role of the employer in ensuring timely payment.Impact on Employee Motivation and RetentionAnalyze the role of gratuity in motivating employees to stay with a company for the long term.Discuss real-life examples of how gratuity has been used to retain valuable employees.Exercise (5 minutes)Think Pair Share
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://clc.gov.in/clc/sites/default/files/PaymentofGratuityAct.pdfSpend 5 minutes to wrap up and consolidate the learnings



Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is the purpose of the Gratuity Act? How is gratuity calculated under the Act? How does gratuity impact employee motivation and retention? Spend 5 minutes evaluating student assimilation of the lesson contents
-------------------	---



Lesson Plan No. 39	Course Name: Performance and Compensation Management Topic: Introduction to International Compensation	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> a. Understand the concept of international compensation and its importance. b. Identify the key elements involved in designing compensation packages for international employees. c. Recognize the challenges associated with managing compensation across different countries.
Teaching Aids (if any)	<ol style="list-style-type: none"> a. Power point presentation
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Ask the class, "How do you think compensation varies between countries and why?" This will lead to a discussion about factors like cost of living, currency fluctuations, and cultural differences that influence international compensation. 2. Development (30 minutes) <ul style="list-style-type: none"> - Definition of International Compensation - Discuss the meaning of international compensation and its role in global talent management. - Highlight the need for equitable and competitive compensation packages for expatriates and international hires. - Key Elements of International Compensation - Salary structure, allowances, benefits, and performance incentives. - Explore how these components vary based on location, role, and local labor laws. - Challenges in Managing International Compensation - Discuss the complexities of currency exchange rates, tax laws, and cultural expectations. - Explain how companies manage these variations while ensuring fairness and compliance. - Exercise (5 minutes) - Think Pair Share
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://indiafreenotes.com/international-compensation-meaning-objectives-components-of-international-compensation-program/ 2. Spend 5 minutes to wrap up and consolidate the learnings



Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What is international compensation, and why is it important? What are the key elements of international compensation packages? What are the main challenges companies face in managing international compensation? Spend 5 minutes evaluating student assimilation of the lesson contents
-------------------	---



Lesson Plan No. 40	Course Name: Performance and Compensation Management Topic: Objectives of International Compensation	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the primary objectives of international compensation strategies. b. Explore the balance between competitive pay and cost control in international compensation. c. Recognize the role of compensation in attracting and retaining global talent.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Start the class by asking, "What do you think companies aim to achieve through their compensation strategies for international employees?"- This will help students think about the goals of compensation policies.2. Development (30 minutes)<ul style="list-style-type: none">- Key Objectives of International Compensation- Discuss the objectives such as attracting and retaining talent, ensuring equity, and maintaining global consistency.- Explore how these objectives align with the overall business strategy.- Balancing Competitive Pay with Cost Control- Examine how companies manage the need to offer competitive compensation while controlling costs.- Discuss strategies like localization and the use of benefits instead of direct salary increases.- Role of Compensation in Talent Management- Explain the importance of compensation in retaining key employees and ensuring their motivation.- Discuss the impact of compensation on employee satisfaction and performance.- Exercise (5 minutes)- Think Pair Share
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://indiafreenotes.com/international-compensation-meaning-objectives-components-of-international-compensation-program/#google_vignette



	2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What are the key objectives of international compensation strategies? How can companies balance competitive pay with cost control? Why is compensation important for talent management? Spend 5 minutes evaluating student assimilation of the lesson contents



Lesson Plan No. 41	Course Name: Performance and Compensation Management Topic: Complexities in International Compensation	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Identify the challenges and complexities involved in international compensation. b. Understand the impact of legal, cultural, and economic factors on compensation strategies. c. Explore solutions for managing these complexities.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Begin by asking, "What challenges do you think companies face when compensating employees across different countries?"- This will encourage students to consider factors like currency differences, tax laws, and cultural expectations.2. Development (30 minutes)<ul style="list-style-type: none">- Legal and Regulatory Complexities- Discuss the impact of different tax laws, labor regulations, and compliance requirements on compensation.- Explore the need for legal expertise in international compensation planning.- Cultural and Economic Differences- Examine how cultural expectations regarding pay, benefits, and work-life balance vary across countries.- Discuss how economic factors like inflation and currency fluctuations influence compensation decisions.- Managing Complexities- Explore strategies for managing these complexities, such as flexible compensation packages, localization, and the use of global payroll systems.- Discuss real-world examples of companies successfully navigating these challenges.- Exercise (5 minutes)- Think Pair Share
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://web.hr/blog/global-compensation-strategies-challenges-and-best-practices



	2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<p>1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.</p> <p>What are the key legal complexities in international compensation?</p> <p>How do cultural and economic differences impact compensation strategies?</p> <p>What strategies can companies use to manage the complexities of international compensation?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>



Lesson Plan No. 42	Course Name: Performance and Compensation Management Topic: Managing Variations in International Compensation	Course No.: MBA-332
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the factors that lead to variations in international compensation. b. Learn strategies to manage these variations effectively. c. Explore the impact of exchange rates, inflation, and local market conditions on compensation.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Ask the class, "How do you think companies handle the differences in compensation requirements between countries?"- This will lead to discussions on variations in cost of living, market conditions, and inflation rates.2. Development (30 minutes)<ul style="list-style-type: none">- Factors Leading to Compensation Variations- Discuss factors like cost of living, local labor markets, and currency exchange rates that cause variations in compensation.- Explore how these factors differ across regions and industries.- Strategies for Managing Variations- Examine strategies such as localization, flexible benefits, and salary benchmarking to manage compensation variations.- Discuss the role of international HR professionals in ensuring equity and consistency.- Impact of Economic Changes- Discuss the impact of economic changes like inflation and currency fluctuations on compensation.- Explore how companies adjust compensation packages to reflect these changes.- Exercise (5 minutes)- Think Pair Share
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.geektonight.com/international-compensation-management/2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.



	<p>What factors lead to variations in international compensation?</p> <p>What strategies can companies use to manage these variations?</p> <p>How do economic changes impact international compensation?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	--



Lesson Plan No. 43	Course Name: Performance and Compensation Management Topic: Strategy in International Compensation	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the strategic importance of international compensation. b. Learn how to align compensation strategies with business goals. c. Explore the role of international compensation in global talent management.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">- Start by asking, "Why do you think a company's compensation strategy is crucial in the global market?"- This will get students thinking about the strategic role of compensation in attracting and retaining talent.Development (30 minutes)<ul style="list-style-type: none">- Importance of Compensation Strategy- Discuss why a well-planned compensation strategy is vital for business success, especially in global operations.- Explore the alignment of compensation strategies with overall business objectives.- Components of a Compensation Strategy- Examine the key components, including salary structure, benefits, performance incentives, and equity considerations.- Discuss how these components vary based on the company's goals and market conditions.- Role in Talent Management- Explain how international compensation strategies impact talent attraction, retention, and motivation.- Discuss examples of companies that have successfully implemented global compensation strategies.- Exercise (5 minutes)- Think Pair Share
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.omnipresent.com/articles/how-to-create-a-global-compensation-strategySpend 5 minutes to wrap up and consolidate the learnings
Evaluation	<ol style="list-style-type: none">Reflective Questions (What, Why, Who?). Allow students to answer and discuss.



	<p>Why is a compensation strategy important for global businesses?</p> <p>What are the key components of a compensation strategy?</p> <p>How does compensation strategy impact talent management?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
--	---



Lesson Plan No. 44	Course Name: Performance and Compensation Management Topic: Influencing Factors in International Compensation	Course No.: MBA-332
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> a. Identify the factors that influence international compensation decisions. b. Understand the role of cultural, economic, and legal factors in shaping compensation strategies. c. Learn how to assess and respond to these factors in global HR practices.
Teaching Aids (if any)	<ol style="list-style-type: none"> a. Power point presentation
Teaching Development	<ol style="list-style-type: none"> 1. Introduction (5 minutes) <ul style="list-style-type: none"> - Begin the class by asking, "What factors do you think influence how companies decide on compensation packages in different countries?" - This will encourage students to consider the various influences on international compensation decisions. 2. Development (30 minutes) <ul style="list-style-type: none"> - Cultural Influences - Discuss how cultural expectations around work, benefits, and compensation vary between countries. - Explore examples of how companies adapt their compensation strategies to align with local cultures. - Economic Factors - Examine the impact of inflation, cost of living, and exchange rates on compensation. - Discuss strategies for adjusting compensation packages to reflect economic conditions. - Legal and Regulatory Factors - Explore how local labor laws, tax policies, and employment regulations shape compensation strategies. - Discuss the importance of compliance and legal expertise in international HR practices. - Exercise (5 minutes) - Think Pair Share
Closure	<ol style="list-style-type: none"> 1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://razorpay.com/payroll/learn/compensation-management/ 2. Spend 5 minutes to wrap up and consolidate the learnings



Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. How do cultural factors influence international compensation decisions? What are the key economic factors that impact compensation? Why is it important to consider legal and regulatory factors in international compensation? Spend 5 minutes evaluating student assimilation of the lesson contents
-------------------	---



Lesson Plan No. 45	Course Name: Performance and Compensation Management Topic: Key Components of International Compensation	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the essential components that make up an international compensation package. b. Learn about salary, benefits, allowances, and performance incentives in a global context. c. Explore how these components are customized for different international roles.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Ask the class, "What do you think are the main components of a compensation package for an international employee?"This will prompt students to think about the different elements that make up a compensation plan.Development (30 minutes)<ul style="list-style-type: none">Salary StructureDiscuss the importance of setting competitive salaries that reflect local market conditions.Explore how salary structures vary across countries and industries.Benefits and AllowancesExamine common benefits like healthcare, housing, and transportation allowances.Discuss how benefits are tailored to meet the needs of expatriates and local hires.Performance IncentivesExplore the role of performance-based incentives in motivating international employees.Discuss examples of companies that use bonuses, stock options, and other incentives to drive performance.Exercise (5 minutes)Think Pair Share
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.oreilly.com/library/view/strategic-compensation-a/9780134320540/xhtml/fileP70004992140000000000000000000002F83.xhtmlSpend 5 minutes to wrap up and consolidate the learnings



Evaluation	<p>1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.</p> <p>What are the key components of an international compensation package?</p> <p>How do benefits and allowances differ for international employees?</p> <p>Why are performance incentives important in global compensation?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>
-------------------	--



Lesson Plan No. 46	Course Name: Performance and Compensation Management Topic: Reward Systems in International Compensation	Course No.: MBA-332
---------------------------	---	----------------------------

Objectives	At the end of the lesson the student shall be able to: a. Understand the concept of reward systems in the context of international compensation. b. Explore different types of rewards, including monetary and non-monetary benefits. c. Learn how reward systems are designed to motivate and retain global talent.
Teaching Aids (if any)	a. Power point presentation
Teaching Development	<ol style="list-style-type: none">1. Introduction (5 minutes)<ul style="list-style-type: none">- Start by asking, "What types of rewards do you think are most effective in keeping employees motivated?"- This will lead to a discussion on the different reward systems used by companies to incentivize employees.2. Development (30 minutes)<ul style="list-style-type: none">- Monetary Rewards- Discuss the role of salary, bonuses, and stock options in reward systems.- Explore examples of companies using financial rewards to drive performance and retention.- Non-Monetary Rewards- Examine non-monetary rewards like recognition programs, career development opportunities, and flexible work arrangements.- Discuss how these rewards contribute to employee satisfaction and engagement.- Designing Effective Reward Systems- Explore the key principles of designing reward systems that align with business goals and employee expectations.- Discuss the role of HR professionals in implementing and managing reward systems across different regions.- Exercise (5 minutes)- Think Pair Share
Closure	<ol style="list-style-type: none">1. Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://en.wikipedia.org/wiki/Reward_management2. Spend 5 minutes to wrap up and consolidate the learnings



Evaluation	<ol style="list-style-type: none">1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss. What are the main types of rewards in international compensation? How do non-monetary rewards contribute to employee motivation? What are the key principles in designing effective reward systems? Spend 5 minutes evaluating student assimilation of the lesson contents
-------------------	---



Lesson Plan No. 47	Course Name: Performance and Compensation Management Topic: Perceptions of Pay Fairness in International Compensation	Course No.: MBA-332
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none"> Understand the concept of pay fairness and its significance in international compensation. Explore factors that influence perceptions of pay fairness among employees. Learn strategies for ensuring pay fairness in global compensation practices.
Teaching Aids (if any)	<ol style="list-style-type: none"> Power point presentation
Teaching Development	<ol style="list-style-type: none"> Introduction (5 minutes) Begin by asking, "Why do you think fairness in pay is important for employee satisfaction?" This question will lead to a discussion on the importance of fair compensation in maintaining employee morale and loyalty. Development (30 minutes) <ul style="list-style-type: none"> - Understanding Pay Fairness - Discuss the concept of pay fairness and its impact on employee perceptions and behavior. - Explore how employees compare their pay to that of their peers and market standards. - Factors Influencing Pay Fairness - Examine factors like transparency, equity, and consistency that influence perceptions of pay fairness. - Discuss how cultural and economic differences impact what employees perceive as fair pay. - Ensuring Pay Fairness - Explore strategies for ensuring pay fairness, such as regular salary reviews, transparent communication, and alignment with market standards. - Discuss the role of HR in managing perceptions of pay fairness across different regions. - Exercise (5 minutes) - Think Pair Share
Closure	<ol style="list-style-type: none"> Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://www.shrm.org/in/topics-tools/news/benefits-compensation/pay-fairness-perception-beats-higher-pay-



	<p>improving-employee-engagement</p> <p>2. Spend 5 minutes to wrap up and consolidate the learnings</p>
Evaluation	<p>1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.</p> <p>What is pay fairness, and why is it important in international compensation?</p> <p>What factors influence perceptions of pay fairness?</p> <p>How can companies ensure pay fairness in their compensation practices?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>



Lesson Plan No. 48	Course Name: Performance and Compensation Management Topic: Impact of Remote Work on Performance Management	Course No.: MBA-332
---------------------------	--	----------------------------

Objectives	At the end of the lesson the student shall be able to: <ol style="list-style-type: none">Understand the impact of remote work on performance management and compensation.Explore the challenges and opportunities associated with managing remote employees.Learn strategies for effective performance management in remote work environments.
Teaching Aids (if any)	<ol style="list-style-type: none">Power point presentation
Teaching Development	<ol style="list-style-type: none">Introduction (5 minutes)<ul style="list-style-type: none">Ask the class, "How has remote work changed the way companies manage employee performance?"This question will prompt students to think about the shift in performance management practices due to remote work trends.Development (30 minutes)<ul style="list-style-type: none">Impact of Remote Work on PerformanceDiscuss how remote work has changed performance expectations, monitoring, and evaluation.Explore the challenges of managing productivity and engagement in a remote work environment.Challenges in Performance ManagementExamine issues like communication barriers, lack of visibility, and difficulty in setting clear goals for remote workers.Discuss strategies for overcoming these challenges, such as regular check-ins, goal-setting frameworks, and performance metrics.Strategies for Effective Performance ManagementExplore best practices for managing remote teams, including the use of technology, flexible working arrangements, and clear communication.Discuss the role of HR in adapting performance management systems to support remote work.Exercise (5 minutes)Summarizing
Closure	<ol style="list-style-type: none">Summarize the Lesson Learning Outcomes and get affirmation from students on these. Suggested Reading https://performancemanagement.io/insight/impact-of-remote-work-on-performance-management/



	2. Spend 5 minutes to wrap up and consolidate the learnings
Evaluation	<p>1. Reflective Questions (What, Why, Who?). Allow students to answer and discuss.</p> <p>How has remote work impacted performance management practices?</p> <p>What are the key challenges of managing remote employees?</p> <p>What strategies can be used to effectively manage performance in a remote work environment?</p> <p>Spend 5 minutes evaluating student assimilation of the lesson contents</p>