

| Name of Faculty      | Mr. Rajiv Sharma                       |  |               |                                   |
|----------------------|--|--|---------------|-----------------------------------|
| Discipline           | Management (MBA)                       |  |               |                                   |
| Semester             | Fourth Semester (IV)                   |  |               |                                   |
| Subject              | Compensation Management (HRM-405)      |  |               |                                   |
| Lesson Plan Duration | 15 Weeks ( January 2018 to April 2018) |  |               |                                   |
| Work Load per week   | 3 Lectures per week                    |  |               |                                   |
| Week                 | Theory                                 |  | Practical     |                                   |
|                      | Lecture Day                            | Topic (Including Assignment/Test)  | Practical Day | Topic (Including Assignment/Test) |
| 1                    | 1st                                    | Compensation Management: Concept, Goals  | N/A           | N/A                               |
|                      | 2nd                                    | Foundations of Compensation Management   |               |                                   |
|                      | 3rd                                    | Compensation Strategy: Monetary & Non-Monetary Rewards                         |               |                                   |
| 2                    | 4th                                    | Internal and External  |               |                                   |
|                      | 5th                                    | Equity in Compensation System  |               |                                   |
|                      | 6th                                    |  |               |                                   |
| 3                    | 7th                                    | Fringe Benefits  |               |                                   |
|                      | 8th                                    | Supplementary Compensation   |               |                                   |
|                      | 9th                                    |  |               |                                   |
| 4                    | 10th                                   | Inter and Intra industry Wage Differentials                                    | N/A           | N/A                               |
|                      | 11th                                   | Understanding Compensation Packages  |               |                                   |
|                      | 12th                                   | Compensation of Chief Executives, Senior Managers                              |               |                                   |
| 5                    | 13th                                   | Sales Executives   |               |                                   |
|                      | 14th                                   | Incentive Schemes/ Payment –By-Results (PBR),                                  |               |                                   |
|                      | 15th                                   |  |               |                                   |
| 6                    | 16th                                   | Sessional-I  | N/A           | N/A                               |
|                      | 17th                                   |  |               |                                   |
|                      | 18th                                   |  |               |                                   |
| 7                    | 19th                                   | Performance linked compensation  | N/A           | N/A                               |
|                      | 20th                                   | Tax Planning: Tax Implication of Employee Compensation Package to the employer |               |                                   |
|                      | 21st                                   | Approaches to deal with the Workforce Redundancy                               |               |                                   |
| 8                    | 22nd                                   |  | 4th           | Class Test                        |
|                      | 23rd                                   | Statutory provisions   |               |                                   |
|                      | 24th                                   | governing different components of reward systems                               |               |                                   |
| 9                    | 25th                                   | Minimum wage act, 1948   |               |                                   |
|                      | 26th                                   | Payment of Wages act, 1936   |               |                                   |
|                      | 27th                                   |  |               |                                   |
| 10                   | 28th                                   | Workmen's compensation act, 1923   | N/A           | N/A                               |
|                      | 29th                                   | Payment of Bonus Act, 1965   |               |                                   |
|                      | 30th                                   | Institutions related to Reward System :Wage Boards                             |               |                                   |
| 11                   | 31st                                   | Pay Commissions  |               |                                   |
|                      | 32nd                                   | Presentation by Students   |               |                                   |

|           |             |   |            |                   |
|-----------|-------------|---|------------|-------------------|
|           | <b>33rd</b> |   | <b>6th</b> | <b>Case Study</b> |
| <b>12</b> | <b>34th</b> | Sessional-II  | N/A        | N/A               |
|           | <b>35th</b> |   |            |                   |
|           | <b>36th</b> |   |            |                   |
|           | <b>37th</b> |   |            |                   |
| <b>13</b> | <b>38th</b> | Recommendations of 2nd National Commission on Labour relating to Compensation |            |                   |
|           | <b>39th</b> | International Compensation Practices: Problems                                |            |                   |
| <b>14</b> | <b>40th</b> | Presentation by Students  |            |                   |
|           | <b>41st</b> | Presentation by Students  |            |                   |
|           | <b>42nd</b> | Objectives and Elements of Expatriate's Compensat                             |            |                   |
| <b>15</b> | <b>43rd</b> | Latest trends in Compensation   |            |                   |
|           | <b>44th</b> | Revision Session  |            |                   |
|           | <b>45th</b> | Last Year Question Papers Discussion  |            |                   |