

Syllabus

Panjab University

BCH 509: Compensation Management

Objective : To enable the students to design and administer a compensation system that rewards employees fairly while satisfying customer demands and permitting the organization to operate profitably.

Unit – I

Compensation Management – Concept, principles and practices; Theories of Compensation ; Compensation in a knowledge based world. Foundations of Compensation – Performance evaluation, Job evaluation – Job grading and Job design; Executive Compensation. Compensation and Organizational strategy- Monetary and Non-Monetary Rewards; Intrinsic Rewards; Developing Strategic Compensation alternatives; challenges of Compensation design and Compensation policies in India.

Unit – II

Components of Compensation – Basic Pay, D.A., Incentives Plans, Profit Sharing Schemes, Fringe benefits, Provident fund, Gratuity and Pension. Payroll Accounting–Tax planning, Tax Efficient Compensation Package. International Compensation Management – Components and approaches. Compensation Laws - Payment of Wages Act, Payment of Gratuity Act, Employees State Insurance Act, and Workmen's Compensation Act.