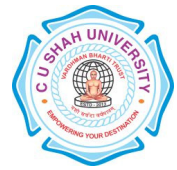




# C. U. SHAH UNIVERSITY, Wadhwan City



## FACULTY OF MANAGEMENT STUDIES MASTER OF BUSINESS ADMINISTRATION (MBA)

SEMESTER III (THREE)

CODE 5MS03CMT1

Name of Subject Compensation Management (CM)

### Teaching & Evaluation Scheme

Teaching Scheme ( Hours)				Evaluation Scheme ( Marks)		
Th	Tu	P	Total	Sessional	University	Total
4	0	0	4	30	70	100

### Objective

1. To provide insights in to strategic choices in managing compensation. There has been several innovations in the field of Compensation.
2. The course also provides major Compensation issues in the context of current theory, research and practice.
3. The practices illustrate new development and as well as established approaches to compensation decision.

**Prerequisites** Basic knowledge of Compensation Management.

### Course Objective

Sr No:	Course Content	No. of Hours
I	Part I, II Armstrong's book	15
II	Part III and IV <do>	15
III	Part V and VI <do>	15
IV	CM related Labour Laws- P K Padhi's book. <ul style="list-style-type: none"> <li>• Payment of Wages Act, 1936.</li> <li>• Minimum Wages Act, 1948.</li> <li>• Payment of Gratuity Act, 1972.</li> <li>• Payment of Bonus Act, 1965</li> <li>• Equal Remuneration Act, 1976.</li> </ul>	15



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	<ul style="list-style-type: none"><li>• Income tax act provisions with respect to salaried persons.</li><li>• Employees' State Insurance Act, 1948.</li><li>• Employees' P F &amp; Misc Provisions Act, 1952.</li><li>• Workmen's Compensation Act, 1923.</li><li>• Maternity Benefits Act,1981</li><li>• Unorganised Sector Workers' Social Security Act,2008</li><li>• Social Security Act</li><li>• Medclaim Policies and their salient features</li></ul>	
<b>Total Hours</b>		60

### Learning Outcomes

**Theoretical Outcomes** Understanding the importance of Compensation management.

**Practical Outcomes** The practices illustrate new development and as well as established approaches to compensation decision. Helpful in solving compensation issues.

### Teaching & Learning Methodology

- Lectures
- Case Studies
- Class Participation

### Books Recommended

1. 'Armstrong's Handbook of Reward Management Practices- Improving Performance Through Reward', Michael Armstrong, Kogan Page.
2. 'Compensation Management', Dipak Kumar Bhattacharyya, Oxford.

### E-Resources

1. [www.managementstudyguide.com/compensation-management.html](http://www.managementstudyguide.com/compensation-management.html)
2. [www.buzzle.com/what-is-compensation-management.html](http://www.buzzle.com/what-is-compensation-management.html)