



# C. U. SHAH UNIVERSITY – WADHWAN CITY



## FACULTY OF MANAGEMENT STUDIES BACHELOR OF BUSINESS ADMINISTRATION (BBA)

**SEMESTER V (FIVE)**

**CODE 4MS05CMT1**

**Name of Subject** Compensation Management

**Teaching & Evaluation Scheme**

Teaching Hours / Week				Evaluation Scheme (Marks)		
Th	Tu	P	Total	Sessional Exam	University Exam	Total
04	0	0	04	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.

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>• Equal Remuneration Act, 1976.</li> <li>• Employees' State Insurance Act, 1948.</li> <li>• Workmen's Compensation Act, 1923.</li> <li>• Maternity Benefits Act,1981</li> <li>• Security Act,2008</li> <li>• Social Security Act</li> </ul>	15
<b>Total Hours</b>		<b>60</b>

### Course Objective

### 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)