



# INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal, Hyderabad -500 043

## MASTER OF BUSINESS ADMINISTRATION

### COURSE INFORMATION SHEET

Course Title	<b>COMPENSATION AND REWARD MANAGEMENT</b>			
Course Code	<b>CMB422</b>			
Programme	<b>MBA</b>			
Semester	<b>IV</b>			
Course Type	<b>CORE</b>			
Regulation	<b>IARE-R16</b>			
Course Structure	<b>Lectures</b>	<b>Tutorials</b>	<b>Practicals</b>	<b>Credits</b>
	3	-	-	3
Course Coordinator	<b>Mrs. K.MAMATHA, Assistant Professor, MBA</b>			
Course Faculty	<b>Mrs. K.MAMATHA, Assistant Professor, MBA</b>			

#### I. COURSE OVERVIEW:

The course focuses on the scope and objectives, of compensation and reward management concepts, objectives compensation, methods analyzing, evaluating reward management architectural framework, benefits of the employee like management, and security issues in reward management environment and final output of organization performance enable students to understand earning position and market position of business concern. Compensation and reward management statements are very useful to the business concerns to interpret and analyze the organization growth of different companies. This course includes appreciate and use growth statements as means of business communication. This course uses the analytical techniques and arriving at conclusions from market information for the purpose of effective decision making.

#### II. COURSE PRE-REQUISITES:

<b>Level</b>	<b>Course Code</b>	<b>Semester</b>	<b>Prerequisites</b>	<b>Credits</b>
PG	CMB402	II	HUMAN RESOURCE MANAGEMENT	3

#### III. MARKSDISTRIBUTION:

<b>Subject</b>	<b>SEE Examination</b>	<b>CIA Examination</b>	<b>Total Marks</b>
<b>COMPENSATION AND REWARD MANAGEMENT</b>	70 Marks	30 Marks	100

#### SEMESTER END EXAMINATION (SEE):

The SEE is conducted for 70 marks of 3 hours duration. The syllabus for the theory courses is divided into FIVE units and each unit carries equal weight age in terms of marks distribution. The question paper pattern is as follows: Two full questions with 'either' 'or' choice will be drawn from each unit. Each question carries 14 marks.

#### CONTINUOUS INTERNAL ASSESSMENT (CIA):

CIA is conducted for a total of 30 marks, with 25 marks for Continuous Internal Examination (CIE) and 05 marks for Quiz / Alternative Assessment Tool (AAT).

**CONTINUOUS INTERNAL EXAMINATION (CIE):**

The CIE exam is conducted for 25 marks of 2 hours duration consisting of two parts. Part–A shall have five compulsory questions of one mark each. In part–B, four out of five questions have to be answered where, each question carries 5 marks. Marks are awarded by taking average of marks scored in two CIE exams.

**QUIZ / ALTERNATIVE ASSESSMENT TOOL (AAT):**

Two Quiz exams shall be online examination consisting of 20 multiple choice questions and are to be answered by choosing the correct answer from a given set of choices (commonly four). Marks shall be awarded considering the average of two quizzes for every course. The AAT may include seminars, assignments, term paper, open ended experiments, micro projects, five minutes video and MOOCs.

**IV. DELIVERY/INSTRUCTIONAL METHODOLOGIES:**

√	CHALK & TALK	√	QUIZ	√	ASSIGNMENTS	X	MOOCs
√	LCD/PPT	√	SEMINARS	X	MINI PROJECT	X	VIDEOS
X	OPEN ENDED EXPERIMENTS						

**V. ASSESSMENT METHODOLOGIES–DIRECT:**

√	CIE EXAMS	√	SEE EXAMS	√	ASSIGNMENTS	√	SEMINARS
X	LABORATORY PRACTICES	X	STUDENT VIVA	X	MINI PROJECT	X	CERTIFICATION
X	TERM PAPER						

**VI. ASSESSMENT METHODOLOGIES–INDIRECT:**

√	ASSESSMENT OF COURSE OUTCOMES (BY FEEDBACK, ONCE)	√	STUDENT FEEDBACK ON FACULTY (TWICE)
X	ASSESSMENT OF MINI PROJECTS BY EXPERTS		

**VII. COURSE OBJECTIVES (COs):**

**The course should enable the students to:**

- I. Understand compensation and reward system, wage and salary administration.
- II. Provide useful information about the latest thinking and developments.
- III. Focus on the practice of compensation management.
- IV. Explore the new realities of how organizations are approaching the vital tasks of Managing for Rewards and developing the capabilities of their people.

**VIII. COURSE LEARNING OUTCOMES (CLOs):**

**Students, who complete the course, will have demonstrated the ability to do the following:**

<b>S. No</b>	<b>Description</b>
CMB422.1	Understand the meaning, definitions, features and importance of compensation and reward management.
CMB422.2	Recognize the importance of compensation and steps in reward management.
CMB422.3	Analyze different types of rewarding procedure of employees on the basis of performance.

CMB422.4	Understand some similarities and differences between financial and non financial benefits of the employees.
CMB422.5	Know about the international nature of compensation and compensation process.
CMB422.6	Identify the differences between job analysis and job design.
CMB422.7	Analyze the pay model structure Architecture and its components with the help of a diagram.
CMB422.8	Illustrate the opportunities provided by the organization and organizational benefits to the employees.
CMB422.9	Access the role and support of compensation in case of applications, Real estate business, Insurance sector Jobs and employment sites.
CMB422.10	Understand the functional requirements for the employee benefits and services.
CMB422.11	Demonstrate the important in compensation and reward management.
CMB422.12	Familiarize the compensation structure and advantages of CRM in economics.
CMB422.13	Understand the requirement metrics of Electronic Payment System and Payment Systems.
CMB422.14	Identify the benefits of managerial remuneration as per pay commission and steps involved in Planning.
CMB422.15	Recognize the worth and value of employees' knowledge and skill in case of compensation package.

#### IX. HOW PROGRAM OUTCOMES ARE ASSESSED (POs):

Program Outcomes(POs)		Level	Proficiency assessed by
<b>PO1</b>	<b>Knowledge:</b> Ability to apply management fundamentals in practical world.	H	Lectures and Assignments.
<b>PO2</b>	<b>Problem analysis:</b> An ability to identify, formulate and solve managerial problems.	H	Assignments and Lectures.
<b>PO3</b>	<b>Design/development of solutions:</b> Demonstrate abilities such as initiative taking and innovative thinking in their acts.	N	---
<b>PO4</b>	<b>Individual and team work:</b> An ability to function in multi-disciplinary teams.	N	---
<b>PO5</b>	<b>Modern tool usage:</b> To inculcate zeal of self-learning	S	Guest lectures.
<b>PO6</b>	<b>The engineer and society:</b> Enhancing entrepreneurship abilities so that the students are induced to undertake independent ventures.	H	Lectures and Assignments.
<b>PO7</b>	<b>Ethics:</b> An ability to understand professional and ethical responsibility.	N	-----
<b>PO8</b>	<b>Communication:</b> An ability to communicate effectively.	N	---
<b>PO9</b>	<b>Environment and sustainability:</b> Enhancing knowledge of contemporary issues.	S	Assignments and Seminars.
<b>PO10</b>	<b>Life-long learning:</b> Recognition of the need for and an ability to engage in life-long learning.	N	-----
<b>PO11</b>	<b>Project management and human resource:</b> An ability to understand the impact of managerial solutions in a global, economic, environmental and societal context.	H	Lectures and Assignments
<b>PO12</b>	<b>Conduct investigations of complex problems:</b> Ensuring holistic development of students.	N	----

N= None

S= Supportive

H = Highly Related

**X. HOW PROGRAM SPECIFIC OUTCOMES ARE ASSESSED (PSOs):**

<b>Program Specific Outcomes(PSOs)</b>		<b>Level</b>	<b>Proficiency assessed by</b>
<b>PSO1</b>	<b>Professional Skills:</b> Able to utilize the knowledge of management practices in innovative, dynamic and challenging environment in the organizations.	H	Lectures and Assignments.
<b>PSO2</b>	<b>Creativity:</b> Create value through identifying customer needs and implementing integrated production and distribution of goods, services and information.	S	Assignments
<b>PSO3</b>	<b>Problem- Solving Skills:</b> Can develop capacity to adapt and innovative to solve problems, to cope with unforeseen events and to manage in unpredictable environments.	N	-----
<b>PSO4</b>	<b>Successful Career and Entrepreneurship:</b> An understanding of social awareness and environmental wisdom along with ethical responsibility to have a successful career and to sustain passion and zeal for real world applications using optimal resources as an Entrepreneur.	S	Guest lectures.

N - None

S - Supportive

H - Highly Related

**XI. SYLLABUS:**

<p><b>UNIT-I</b>  <b>INTRODUCTION TO COMPENSATION MANAGEMENT:</b> Compensation, theoretical dimension, economic and behavioral; designing the pay model strategic compensation plan; wage and salary administration at the macro level.</p>
<p><b>UNIT – II</b>  <b>WAGE AND SALARY ADMINISTRATION:</b> Wage and salary administration at the micro level job evaluation, definition, traditional and new techniques; compensation structure, Indian practices; wage boards, pay commissions, compensation management in multinational organizations.</p>
<p><b>UNIT – III</b>  <b>CONCEPTS OF EMPLOYEE BENEFITS:</b> Incentives, fringe benefits; establishing a link with performance appraisal and compensation management. Performance linked compensation; benefits and services.</p>
<p><b>UNIT – IV</b>  <b>PERFORMANCE BASED PAY:</b> Managerial remuneration pays commission; performance based pay system incentives, executives’ compensation plan and packages.</p>
<p><b>UNIT – V</b>  <b>COMPENSATION STRTERGIES:</b> Recognizing the worth and value of employees knowledge and skill, rewarding employees contributions and results achieved, supporting team work, compensation package according to current lifestyle and new thinking in the new millennium.</p>

**TEXT BOOKS:**

1	Richard. Henderson,” compensation management in a knowledge based world “, prentice
2	Edwarde.e. Lawler,” rewarding excellence (pay strategies for the new economy)” jossey -

## REFERENCES:

1	Thomas.p.plannery, david.a.hofrichterandpaul.e.platten,” people, performance and pay”, frees press.
2	Michael armstrongandhelenmurlis,” hand book of reward management “crust publishing house.
3	Joseph. Martocchio,” strategic compensation - a human resource management approach” - prentice hall.

## XII. COURSE PLAN:

The course plan is meant as a guideline. There may probably be changes.

Lecture No.	Learning Objectives(LOs)	Topics to be covered	Reference
1-3	Able to know about the different trends in compensation and reward management system.	Trends in reward system organization opportunities in business, important concepts and meanings,	T1&T2
4-5	Know the importance and process of reward system.	Importance of compensation ,process and also its objectives	T2
6-7	Understand the organizational development and effective strategies of designing the pay model strategic Compensation plan architectural framework.	Integrating,organizationdevelopment, strategy and the pay model strategic Compensation plan architectural framework	T3
8-9	Able to know the differences and its , financial and non financial	differences and its , financial and non financial benefits of the employees	T1
10-11	Understand the wage and salary administration at the macro level. Encryption techniques payment systems and also design.	Encryption techniques payment systems and also design. Wage and salary administration at the macro level.	T1,T3
12-13	Know about the types of payments legal, ethical and tax issues in wage and salary administration	Types of payments legal, ethical and tax issues in wage and salary administration.	T2
14-16	Analyze the job evaluation models of compensation Management in multinational organizations. and its importance and know about its model.	Business models of job evaluation compensation Management in multinational organizations. And its importance and know about its model.	T2
17-19	Able to understand the design of fringe benefits methods and strategies compensation.	Fringe benefits methods and strategies fringe benefits.	T3 ,T1 &T2
20-22	Understand about the developing objectives and facilitation of job analysis	Developing objectives and facilitation of job analysis process.	T1
22-24	Know about the transfer procedure and also design the benefits.	design the job analysis types of procurement	T2
25-26	Analyze the importance of and trends in Incentives and Methods.	Importance of trends in incentives methods	T3
27-29	Establishing a link with performance appraisal and compensation management. Performance linked compensation	Performance appraisal and compensation management. Performance linked compensation	T3&T2

30-32	Know about the on the Online financial services to the employees.	Online financial services to the employees.	T2
33-35	Know how the computer based technique is followed in an organization.	Computer based technique is followed in an organization.	T1 & T2
36-38	Analyze the online insurance services, online incentive services,	online insurance services, online incentive services	T2
39-42	Able to know about the major players in , measuring results behaviors and development	major players in , measuring results behaviors and development	T3
42-43	Know about supporting team work in the particular organization	supporting team work	T1 & T2
45-48	Analyze the different types of rewarding employees contributions and results achieved	different types of rewarding Employees' contributions and results achieved.	T1
49-52	Understand about the Recognizing the worth and value of employees knowledge and skill	Recognizing the worth and value of employees knowledge and skill	T1 & T2
53-56	Know about the , supporting team work	implementing supporting team work	T3
57-60	Able to know about the benefits and services of the employee.	Benefits and services of the employee.	T1 & T2
61-62	Understand about the compensation package	Different types of compensation package	T1&T3

### XIII. GAPS IN THE SYLLABUS - TO MEET INDUSTRY/PROFESSION REQUIREMENTS:

S. NO	DESCRIPTION	PROPOSED ACTIONS	RELEVANCE WITH POs	RELEVANCE WITH PSOs
1	Different types of compensation concepts and compensation development and growth	Seminars / Guest Lectures.	PO 3, PO 5, PO 11	PSO 3, PSO 4.
2	Advantages and limitations of wage and salary administration system.	Seminars / Guest Lectures.	PO 3, PO 5, PO 11, PO 9	PSO 4
3	Significance, limitations and types of. Performance appraisal and compensation management.	Seminars / Guest Lectures.	PO 2, PO 3, PO 5, PO 9	PSO 1, PSO 3, PSO 4
4	Importance and disadvantages and classification of Recognising the worth and value of employees knowledge and skill	Seminars / Guest Lectures.	PO 2, PO 3, PO 5, PO 9	PSO 1, PSO 3, PSO 4

### XIV. MAPPING COURSE OBJECTIVES LEADING TO THE ACHIEVEMENT OF PROGRAM OUTCOMES AND PROGRAM SPECIFIC OUTCOMES:

Course Objectives	Program Outcomes(POs)												Program Specific Outcomes(PSOs)			
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3	PSO4
I		H			S	H			S		H		S		H	S

<b>II</b>	S													S		S
<b>III</b>		S			S						S			H		S
<b>IV</b>	S					S			S						S	S
<b>V</b>		H			S						S			H		S
<b>VI</b>	H					S			S						S	S

**S = Supportive**

**H = Highly Related**

**XV. MAPPING COURSE LEARNING OUTCOMES LEADING TO THE ACHIEVEMENT OF PROGRAM OUTCOMES AND PROGRAM SPECIFIC OUTCOMES:**

Course Outcomes	Program Outcomes(POs)												Program Specific Outcomes(PSOs)			
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PO9	PO10	PO11	PO12	PSO1	PSO2	PSO3	PSO4
CMB422.1	H	S			S						H			S	H	S
CMB422.2						S			S				H			S
CMB422.3	S				S						S			S		
CMB422.4		S				S			S				S			S
CMB422.5	S										S				S	
CMB422.6		H														
CMB422.7	S					S					S			S	S	
CMB422.8		S							S				S			S
CMB422.9	S					S					S			S		
CMB422.10		S							S				H			S
CMB422.11	H					S					H			H	S	
CMB422.12		S			S				S				S			S
CMB422.13	S					S					S			S		
CMB422.14		H			S				S				S			S
CMB422.15	S										S			H		

**S = Supportive**

**H = Highly Related**

**XVI. DESIGN BASED PROBLEMS (DP) / OPEN ENDED PROBLEM:**

1. Implement consignment compensation and reward management overview system and performance management objective system for establishing areas at different locations by the business organizations.
2. Design compensation and reward architectural framework statement from various differences between compensation and reward management of employee to know the exact decisions at organizations by the employee.
3. Implement computerized services online for the preparation of financial and non-financial benefits of the employees.

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