



INSTITUTE OF AERONAUTICAL ENGINEERING

(Autonomous)

Dundigal, Hyderabad -500 043

MASTER OF BUSINESS ADMINISTRATION

COURSE DESCRIPTOR

Course Title	COMPENSATION AND REWARD MANAGEMENT			
Course Code	CMBB 60			
Programme	MBA			
Semester	IV			
Course Type	Professional Elective - VIII			
Regulation	IARE - R18			
Course Structure	Lectures	Tutorials	Practical Work	Credits
	4	-	-	4
Chief Coordinator	Dr. MRS. Suryanarayana Reddy, Assistant Professor, MBA			
Course Faculty	Dr. MRS. Suryanarayana Reddy, Assistant Professor, MBA			

I. COURSE OVERVIEW:

The course focuses on the scope and objectives, of compensation and reward management concepts, objectives compensation, methods analysing, 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 analyse 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:

Level	Course Code	Semester	Prerequisites
PG	CMB402	II	Human Resource Management

III. MARKSDISTRIBUTION:

Subject	SEE Examination	CIA Examination	Total Marks
Compensation and Reward Management	70 Marks	30 Marks	100

IV. DELIVERY / INSTRUCTIONAL METHODOLOGIES:

✗	Chalk & Talk	✗	Quiz	✓	Assignments	✗	MOOCs
✓	LCD / PPT	✓	Seminars	✗	Mini Project	✓	Videos
✗	Open Ended Experiments						

V. EVALUATION METHODOLOGY:

The course will be evaluated for a total of 100 marks, with 30 marks for Continuous Internal Assessment (CIA) and 70 marks for Semester End Examination (SEE). Out of 30 marks allotted for CIA during the semester, marks are awarded by taking average of two CIA examinations or the marks scored in the make-up examination.

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 weightage 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. There could be a maximum of two sub divisions in a question.

The emphasis on the questions is broadly based on the following criteria:

50 %	To test the objectiveness of the concept.
50 %	To test the analytical skill of the concept OR to test the application skill of the concept.

Continuous Internal Assessment (CIA):

CIA is conducted for a total of 30 marks (Table 1), with 25 marks for Continuous Internal Examination (CIE), 05 marks for Alternative Assessment Tool (AAT).

Table 1: Assessment pattern for CIA

Component	Theory		Total Marks
Type of Assessment	CIE Exam	AAT	
CIA Marks	25	05	30

Continuous Internal Examination (CIE):

Two CIE exams shall be conducted at the end of the 8th and 16th week of the semester respectively. 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.

Alternative Assessment Tool (AAT):

Marks shall be awarded considering the average of two AAT for every course. The AAT may include seminars, assignments, term paper, open ended experiments, five minutes video and MOOCs.

VI. HOW PROGRAM OUTCOMES ARE ASSESSED:

Program Outcomes (POs)		Strength	Proficiency assessed by
PO 1	Managerial Skills: Apply knowledge of management Theories and practices to solve business problems.	3	Lectures
PO 2	Decision-making Skills: Foster Analytical and critical Thinking abilities for data-based decision making.	2	Lectures
PO 4	Communication Skills: Ability to understand, analyse and communicate global, economic, legal and ethical aspects of business.	3	Assignment
PO8	Strategic analysis: Ability to conduct strategic analysis Using theoretical and practical applications.	2	Seminars

3 = High; 2 = Medium; 1 = Low

VII. COURSE OBJECTIVES:

The course should enable the students to:	
I.	Understand compensation and reward system it must get approval from the govt. or top management in the organization.
II.	Provide useful information about the latest thinking and developments Compensation must be sufficient so that needs of the employees are fulfilled substantially.
III.	Understand the practice of compensation management Employees must have guarantee of getting wages or compensation regularly without any break.
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 OUTCOMES (COs):

CO Code	CO's	At the end of the course, the student will have the ability to:	PO's Mapped	Strength of Mapping
CMBB60.01	CO1	Understand the concept of compensation, theoretical dimension, economic and behavioural Dimensions.	PO1, PO2	3
CMBB60.02	CO2	Discuss the designing pay model strategic compensation plan, wage and salary administration at	PO2, PO4	3
CMBB60.03	CO3	Analyze different types of rewarding procedure of employees on the basis of performance.	PO2	3
CMBB60.04	CO4	Summarize some similarities and differences Between financial and non-financial benefits of the employees.	PO1, PO2,	3
CMBB60.05	CO5	Explain about the international nature of compensation and compensation process.	PO1	3
CMBB60.06	CO6	Identify the differences between job analysis and job design.	PO1, PO4	3
CMBB60.07	CO7	Analyse the pay model structure Architecture and its components with the help of a diagram.	PO4, PO8	3
CMBB60.08	CO8	Interpret the opportunities provided by the organization and organizational benefits to the employees.	PO4, PO8	3
CMBB60.09	CO9	Describe the role and support of compensation in case of applications, Real estate business, Insurance sector Jobs and employment sites.	PO8	2
CMBB60.10	CO10	Examine the functional requirements for the employee benefits and services.	PO8	2

3 = High; 2 = Medium; 1 = Low

IX. MAPPING COURSE OUTCOMES LEADING TO THE ACHIEVEMENT OF PROGRAM OUTCOMES:

COs	Program Outcomes (POs)			
	PO1	PO2	PO4	PO8
CO 1	3	2		
CO 2		2	3	
CO 3		2		
CO 4	3	2		
CO 5	3			
CO 6	3		3	
CO 7			3	2
CO 8			3	2
CO 9				2
CO 10				2

3 = High; 2 = Medium; 1 = Low

X. ASSESSMENT METHODOLOGIES–DIRECT

CIE Exams	PO1,PO2, PO4,PO8.	SEE Exams	PO1,PO2, PO4,PO8.	Assignments	PO1,PO4	Seminars	PO2, PO8.
Laboratory Practices	-	Guest Lecture	-	Mini Project	-	Certification	-
Term Paper	-						

XI. ASSESSMENT METHODOLOGIES-INDIRECT

√	Assessment of course Outcomes (by feedback, once)	√	Student feedback on faculty (twice)
X	Assessment of mini projects by experts		

XII. SYLLABUS

UNIT-I	INTRODUCTION TO COMPENSATION MANAGEMENT
Compensation, theoretical dimension, economic and behavioural; designing the pay model strategic compensation plan; wage and salary administration at the macro level.	
UNIT-II	WAGE AND SALARY ADMINISTRATION
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.	
UNIT-III	CONCEPTS OF EMPLOYEE BENEFITS
Incentives, fringe benefits; establishing a link with performance appraisal and compensation management.	
Performance linked compensation; benefits and services.	

UNIT-IV	PERFORMANCE BASED PAY
Managerial remuneration pays commission; performance-based pay system incentives, executives' compensation plan and packages.	
UNIT-V	COMPENSATION STRATEGIES
Recognizing the worth and value of employee's 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.	
Text books	
<ol style="list-style-type: none"> 1. Richard. I. Henderson, —Compensation Management in a Knowledge Based World —, Prentice-hall, 1st Edition, 2001. 2. Edwarde.e. Lawler, Rewarding excellence (pay strategies for the new economy) , Prentice-hall, 1st Edition, 2004. 3. B D Singh, _ 'Compensation and Reward Management ' , Sterling Publishers (P) Ltd, Kindle Edition, 2001. 	
References	
<ol style="list-style-type: none"> 1. Thomas. P. Plannery, David, —People Performance and Pay , Free Press, 1st Edition, 2002. 2. Michael Armstrong, —Hand book of Reward Management , Crust Publishing House, 2nd Edition, 2003. 3. Joseph.J. Martocchio, —Strategic Compensation - A Human Resource Management Approach , Prentice Hall, 4th Edition, 2005 	
Web References	
<ol style="list-style-type: none"> 1. https://iedunote.com/compensation-management 2. https://www.managementstudyguide.com/compensation-management.htm 3. https://www.slideshare.net/805984/compensation-management-16470965 4. http://www.pondiuni.edu.in/sites/default/files/Compensation-mgt-260214.pdf 5. http://www.eiilmuniversity.co.in/downloads/Compensation-Management.pdf 6. https://www.studynama.com/community/threads/compensation-management-pdf-notes-ebook-download-for-mba-hr-students.348/ 	
E-Text Books	
<ol style="list-style-type: none"> 1. https://www.amazon.in/Compensation-Management-DipaKumarBhattacharyya 2. https://www.peoplesmatters.in/blog/sports-books-movies/4-books-every-compensation-and-benefits-professional-should-read-16440 	

XIII. COURSE PLAN:

The course plan is meant as a guideline. Probably there may be changes.

Lecture No	Topics to be covered	Course Outcomes (COs)	Reference
1	Able to know about the different trends compensation and reward management system.	CO1	T-1 p.g. 1-5, R-2 p.g 2-10
2	Know the importance and process of reward system.	CO1	T-2 p.g. 6-18, R-2 p.g. 25-26
3	Understand the organizational development and effective strategies of designing the pay model strategic Compensation plan architectural framework.	CO1	T-1 p.g.19 - 23, R-2p.g. 27-32
4	Able to know the differences and its, financial and non-financial benefits.	CO1	T-1p.g. 19-25, R-2p.g. 33-35
5	Understand the wage and salary administration at the macro level. Encryption techniques payment systems and also design.	CO2	T-2 p.g. 98-104, R-2 p.g. 48-58
6-7	Know about the types of payments legal, ethical and tax issues in wage and salary administration	CO2	T-1 p.g. 78-99, R-1 p.g. 85-95

Lecture No	Topics to be covered	Course Outcomes (COs)	Reference
8	Analyze the job evaluation models of compensation management in multinational organizations. and its importance and know about its model.	CO2	T-2p.g. 104-115, R-2 p.g. 99-105
9 - 10	Able to understand the design of fringe benefits methods and strategies compensation	CO3	T-1p.g. 116-119, R-2p.g. 154-158
11 - 12	Understand about the developing objectives and facilitation of job analysis	CO3	T-2p.g. 117-126, R-2p.g. 155-198
13 - 14	Know about the transfer procedure and also design the benefits.	CO3	T-1p.g. 158-159, R-2p.g. 116-125
15	Analyse the importance of and trends in Incentives and Methods.	CO4	T-1 p.g. 99-135, R-2p.g. 105-145
16	Establishing a link with performance appraisal and compensation management. Performance linked compensation	CO4	T-2p.g. 138-165, R-2p.g. 142-153
17	Know about the on the Online financial services to the employees.	CO4	T-1p.g. 168-175, R-2 p.g. 65-68
18	Know how the computer-based technique is fallowed in an organization.	CO5	T-2 p.g. 77-85, R-2 p.g. 112-116
19	Analyse the online insurance services, online incentive services.	CO5	T-1p.g. 177-186, R-1p.g. 117-125
20	Able to know about the major playersin, measuring results behaviors and development	CO5	T-2 p.g. 98-105, R-2 p.g. 214-225
21	Know about supporting team work in the particular organization	CO5	T-1 p.g. 210-230, R-2p.g. 198-215
22	Able to know about the different trends in compensation and reward management system.	CO6	T-2 p.g. 235-258, R-2 p.g. 214-225
23	Know the importance and process of reward system.	CO6	T-2 p.g. 226-234, R-1 p.g. 214-225
24	Understand the organizational development and effective strategies of designing the pay model strategic Compensation plan architectural framework.	CO7	T-2 p.g. 214-235, R-2p.g. 190-215,
25	Able to know the differences and its, financial and non-financial benefits	CO7	T-1 p.g. 210-255, R-1 p.g. 98-116
26 - 27	Understand the wage and salary administration at the macro level. Encryption techniques payment systems and also design.	CO7	T-2 p.g. 260-265, R-2 p.g. 216-235
28 - 30	Know about the types of payments legal, ethical and tax issues in wage and salary administration	CO8	T-1 p.g. 266-278, R-2 p.g. 236-245
31 - 33	Analyze the job evaluation models of compensation management in multinational organizations. and its importance and know about its model.	CO8	T-1p.g. 260-277, R-1p.g. 235-245
34 - 35	Able to understand the design of fringe benefits methods and strategies compensation	CO9	T-1p.g. 289-297, R-1p.g. 240-256
36	Understand about the developing objectives and facilitation of job analysis	CO9	T-2 p.g. 315-325, R-1 p.g. 235-256
37 - 40	Know about the transfer procedure and also design the benefits.	CO9	T-1 p.g. 316-335, R-1 p.g. 302-325
41	Analyse the importance of and trends in Incentives and Methods.	CO10	T-1 p.g. 304-308, R-2 p.g. 215-223

Lecture No	Topics to be covered	Course Outcomes (COs)	Reference
42	Establishing a link with performance appraisal and compensation management. Performance linked compensation	CO10	T-1 p.g. 309-325, R-1 p.g. 216-225
43	Know about the on the Online financial services to the employees.	CO10	T-1 p.g. 339-350, R-1 p.g. 230-255
44 - 45	Know how the computer-based technique is followed in an organization.	CO10	T-1 p.g. 367-375, R-1 p.g. 237-248

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

S No	Description	Proposed actions	Relevance with POs
1	Tax planning for employee compensation	Seminars / Guest Lectures.	PO1, PO2,
2	Profit sharing-Employee compensation	Seminars / Guest Lectures.	PO4, PO8

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