Course Code	MB18HR04	Course Name	COMPENSATION AND BENEFITS MANAGEMENT	Course Category		L	T	P	C
						2	0	2	3

Pre-requisite Courses		Co-requisite Courses		Progressive Courses	
Course Offering Department		Data Book / Codes/Standards			

Course Learning Rationale (CLR):	The purpose of learning this course is to:		Learning		Program Learning Outcomes (PLO)

CLR-1 :	To articulate an understanding of setting vision and mission as a leader.
CLR-2 :	To identify and describe various theories of leadership
CLR-3 :	To appreciate that effective leadership is a multi-faceted process.
CLR-4 :	To understand applicability of leadership skills.
CLR-5 :	To develop strategies for exhibiting global leadership skills.

	1	2	3		1	2	3	4	5	6	7	8

Level of Thinking (Bloom); Expected Proficiency (%); Expected Attainment (%)

Business Environment & Domain Knowledge (BEDK); Critical Thinking, Business Analysis, Problem Solving and Innovative Solutions (CBPI); Global Exposure and Cross-cultural understanding (GECCU); Social Responsiveness and Ethics (SRE); Effective Communication (EC); Leadership and Team Work(LT); PSO – 1; PSO – 2

Course Learning Outcomes (CLO):	At the end of this course, learners will be able to:
CLO-1 :	*Analyze various vision and mission values of the firm through leadership management*
CLO-2 :	*Understood* Leadership development objectives, leadership development techniques, process of leadership development
CLO-3 :	*Examine the* Behaviour, personality, perception, learning
CLO-4 :	*Appreciate the concepts of* Emotional intelligence of leaders and their team members
CLO-5 :	*Design* Talent management, succession management, coaching, mentoring

Duration (hour)		12	12	12	12	12
S-1	SLO-1	Introduction to Compensation Management	Job Analysis	Employee Benefits	Legal framework	Executive compensation
	SLO-2					
S-2	SLO-1	Reinforcement and Expectancy Theory	Job Design	Types of Benefits	Fixation of Minimum wages	Types of executive compensation
	SLO-2					
S-3	SLO-1	Equity theory	Job Evaluation	Long Term Benefits	Working hours and wages	Executive compensation benefits
	SLO-2					
S-4	SLO-1	Pay for Position	Methods of Job Evaluation	Short term Benefits	Claims	Quantitative tools for Executive compensation
	SLO-2					
S-5	SLO-1	Case study discussion	Market pay Basics	Benefits Design for Headhunting	Contracting	Expatriate compensation
	SLO-2					
S-6	SLO-1	Pay for Position	Benchmarking	Administration of Benefits	Case study discussion	Components of International compensation
	SLO-2					
S-7	SLO-1	Position based pay	Base pay	Factors influencing employee benefits	Employee state insurance Act	International compensation design
	SLO-2					
S-8	SLO-1	Job based pay	Competency based pay	Employee welfare	Inspector Duties and Powers	Approaches to International compensation
	SLO-2					
S-9	SLO-1	Strategic compensation management	Team Based Pay	Case study Discussion	Benefits under ESI act	Legal framework for compensating expatriates
	SLO-2					
S-10	SLO-1	Pay Benefits career	Analysis of compensation structures	Employee services	Workers compensation	Case study discussion
	SLO-2					
S-11	SLO-1	Strategic Issues	Fringe benefits & Advantages	Role of IT in Benefits administration	Employee provident fund act	Comparision of Compensation management across countries
	SLO-2					
S-12	SLO-1	Tactical compensatory Issues	Sector wise Job Analysis	Performance and Benefits	Calculation of PF amount	Package alteration during recession
	SLO-2					

Learning Resources	1. Compensation Management– by Dipak Kumar Bhattacharyya 2. Compensation Management in a Knowledge – based World 10th Edition (English, Paperback, Richard I. Henderson), PEARSON 3. Compensation Management 2nd Edition (English, Paperback, Dipak Kumar Bhattacharyya), Oxford

Learning Assessment

	Bloom's Level of Thinking		Continuous Learning Assessment (50% weightage)									Final Examination (50% weightage)	
			CLA -1 (5marks)		CLA -2 (5marks)		CLA-3 (10marks)		CLA -4 (15marks)		CLA -5(15marks)	Marks -100 which will be weighted at 50%	
			Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice		Theory	Practice
Level 1	Remember												
	Understand												
Level 2	Apply												
	Analyze												
Level 3	Evaluate												
	Create												
	Total		100 %		100 %		100 %		100 %		100%	100 %	

CLA – 1-5: can be from any combination of these: Class Participation, Surprise Test, Cycle test, Model Examination, Mini-Projects etc.,

Course Designers

Experts from Industry	Experts from Higher Technical Institutions	Internal Experts
		Dr.S.Arunkumar