Vision

To be a Globally Renowned B-School that imparts enterprising knowledge & skills that best serves the stakeholders and mankind.

Mission

Mission statement - 1	Promote Excellence in Business Education and Skill Development
Mission statement - 2	Nurture Entrepreneurship, Human Values, Social Responsibilities and Global Citizenship
Mission statement - 3	Enrich the Creativity, Research and Innovation in all Activities
Mission statement - 4	Collaborate to foster Personal and Institutional Leadership Effectiveness

Programme Educational Objectives (PEO)

PEO - 1	Graduates will be business leaders and managers with leadership and problem-solving skills for global business.
PEO - 2	Graduates will drive entrepreneurship initiatives either on their own or within other organizations where they are employed.
PEO - 3	Graduates will have innovation skills and drive the businesses through multifaceted skills.
PEO - 4	Graduates will provide advancement of conceptual and practical knowledge in the field of business management to contribute to nation building while upholding ethical practices.

Mapping Mission of the department to the Programme Educational Objectives

	Mission Statement - 1	Mission Statement - 2	Mission Statement - 3	Mission Statement - 4
PEO - 1	H	M	H	H
PEO - 2	M	H	H	L

PEO - 3	H	M	M	M
PEO - 4	H	L	M	M

H – High Correlation, M – Medium Correlation, L – Low Correlation

Programme Learning Outcomes (PLO)

PLO - 1	Apply knowledge of management theories and practices to solve business problems.
PLO - 2	Foster Analytical and critical thinking abilities for data-based decision making.
PLO - 3	Ability to develop Value based Leadership ability.
PLO - 4	Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.
PLO - 5	Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.

Mapping of Programme Educational Objectives to Programme Learning outcomes & PSO

	PLO -1	PLO - 2	PLO - 3	PLO- 4	PLO - 5
	Graduate Attributes				
PEO - 1	H	H	H	M	H
PEO - 2	L	L	L	L	M
PEO - 3	H	H	H	M	L
PEO - 4	H	M	L	H	H

H – High Correlation, M – Medium Correlation, L – Low Correlation

Course code	MB20HR03	Course name		Compensation and Benefits Management		Course category	E	Functional Elective		L	T	P	C
										3	0	2	4
Pre-requisites courses		Nil			**Co - Requisites courses**		NIL		**Progressive courses**		NIL		
Course offering Department		MBA				Data book / codes / standards					Nil		

Course learning Rationale (CLR)	The purpose of learning of this course to	Learning			Program Learning outcomes (PLO)						
CLR -1	Examine the strategic use of compensation systems by management to attract, motivate, retain, and reward employee performance.	1	2	3	PLO -1	PLO -2	PLO -3	PLO -4	PLO -5	PSO -1	PSO -2
CLR -2	Explore the factors of job analysis, job description and job evaluation as the basis of compensation strategy.	Blooms level (1-6)	Expected Proficiency (%)	Expected attainment (%)	Apply knowledge of management theories and practices to solve business problems	Foster Analytical and critical thinking abilities for data-based	Ability to develop Value based Leadership ability	Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.	Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.		
CLR -3	Knowledge in the concept of employee benefits and services, Long and short-term benefits, Administration and Factors influencing benefits, Employee welfare and services.										
CLR -4	Recognize the legislative process for compensation.										
CLR -5	Realize the International compensation for Executive and Expatriate.										
Course Learning outcomes (CLO)	At the end of the course, learners will be able										
CLO – 1	Interpret the compensation concepts in the context of compensation practice	2	75	80	H	L	L	M	M		
CLO – 1	Apply the different wages to strengthen the pay for performance link	3	75	80	H	H	L	L	M		
CLO – 1	Analyse the concept of employee benefits, welfare and services	4	75	80	H	H	L	L	H		
CLO – 1	Evaluate the legislative process for compensation	5	75	80	H	H	H	L	L		
CLO – 1	Design various measures for dealing international compensation	6	75	80	M	H	L	H	L		

Duration (Hour)		Learning Module / Unit 1	Learning Module / Unit 2	Learning Module / Unit 3	Learning Module / Unit 4	Learning Module / Unit 5
		8	**8**	**8**	**8**	**8**
S -1	SLO -1	Introduction to compensation management	Meaning Job Analysis-Elements	Meaning-Definition-Importance of Employee Benefits.	Payment of Wages Act-Meaning-Object-Applicability	Meaning Executive Compensation-Importance
	SLO- 2	Need of Compensation Management	Importance of Job analysis	Characteristics-Principles of Employee Benefits	Definition of Employed person- Employer-Industry	Components/Elements of Executive Compensation
S -2	SLO -1	Types of Compensation Management	Meaning of job evaluation-Process Evaluation	Objectives-Guidelines of Employee Benefits	Definition of Wage-Responsibility for Wages	Features of Executive Compensation
	SLO- 2	Objectives of Compensation	Method of Job evaluation	Advantages - Disadvantages of Employee benefits	Fixation of Wages Period-Payment of Wages-Deductions from wages	Principles of Executive Compensation
S -3	SLO -1	Compensation Management Process	Definition- Meaning of Benchmarking	Short - term Employee Benefits	Employee Insurance Act 1948- Definition-Applicability	Factors affection executive compensation
	SLO- 2	Compensation Programme: Function and Responsibility	Characteristics-Features of Benchmarking	Long - term Employee Benefits	Eligibility-Registration of employee Insurance Act 1948	Process of Executive Compensation
S -4	SLO -1	Introduction to Theories of Compensation	Objectives of Benchmarking	Administration of Employee Benefits	Rate of Contribution-Mode of payment of Employee Insurance Act 1948	Benefits of Executive Compensation
	SLO- 2	Reinforcement and expectancy theory	Types of Benchmarking	Tips on Improving Employee Benefits Management	Benefits of Employee Insurance Act 1948	Types of Executive Compensation
S -5	SLO -1	Equity Theory in compensation	Process/steps in Benchmarking	Factors affecting/influencing employee compensation/benefits-Internal factors	Employee Compensation Act 1923- Object- Applicability	Evaluation and performance /Quantitative Tools
	SLO- 2	Agency Theory in compensation	Advantages in Benchmarking	External factors influencing employee benefits/compensation	Definition of compensation-Employer-Employee-Dependant	What are Expatriate Employees?
S -6	SLO -1	3Ps concept in compensation management	Disadvantages in Benchmarking	Meaning-Definition-Features-Objectives of Employee Welfare and Services	Disablement- Partial Disablement-Total Disablement- Employers Liability for Compensation	Benefits of Exparatise Compensation
	SLO- 2	Approaches to compensation management	Meaning of Base Pay-Understanding	Types – Importance of Employee Welfare and Services.	Time Limit for payment-Amount of compensation-	Expatriate Compensation
S -7	SLO -1	Meaning and Definition of strategy	Types of Base pay -Advantages - Performance Criteria	Various approaches to employee welfare and services	Penalty-Distribution of Compensation -Ways to claim-Notice to claim	Objectives of International Compensation

	SLO- 2	Strategic Compensation Management	Performance based pay-System- Skill Overview	Employee welfare and services policy	Employee Provident Fund 1952-Meaning-Definition- Object	Components of Executive Compensation
	SLO -1	Strategic Management issues	Competency based pay- Advantages- Disadvantages	Benefits of Employee welfare and services	Types of Schemes under EPF Act 1952	Approaches to Expatriate Compensation
S -8	SLO- 2	Tactical compensation	Team based pay-Benefits- Key areas	Principles of Employee Welfare and services	Applicability-Eligibility- Withdrawal-Benefits	Laws in Exparatise

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

Blooms level		Continuous learning Assessment (50% weightage)											Final Examination (Marks 100 which will be weight 50%)	
		CLA - 1 (5 %)		CLA - 2 (10 %)		CLA - 3 (15 %)		CLA - 4 (15 %)		CLA - 5 (5 %)		Theory	Practice	
		Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice			
1	Remember													
2	Understand	15%	15%											
3	Apply	20%	20%	10%		10%	10%	10%	10%	25%	25%	10%	10%	
4	Analyse	15%	15%		10%	10%	10%	10%	10%	25%	25%	10%	10%	
5	Evaluate			20%	20%	10%	10%	10%	10%			10%	10%	
6	Create			20%	20%	15%	15%	20%	20%			20%	20%	
Total		100%		100%		100%		100%		100%		100%		

#CLA – 3 : Mini project / Seminar (5), Assignments (5) , MCQ assessment (5) / MOOC certification or NPTEL   # CLA – 4: Active participation in class / seminar presentation

Course Co-Ordinator	HOD - MBA
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