

Department of Commerce
University of Delhi
Course: B.Com.(Hons). CBCS Semester VI
Subject: Compensation management
Paper Number: DSE BCH 6.3 (b)

An Online meeting was held on **Wednesday, 13th March 2024** at **06:00 PM** on the Google Platform to frame the teaching and assessment guidelines for the paper as mentioned earlier. Following teachers from different colleges and the representative of the department were present at the meeting:

Sr. No	Name of the Faculty	Affiliated College
1	Dr. Savita Rastogi	Jesus and Mary College (Convenor)
2	Dr. Sumita Sinku	Department of Commerce, Delhi School of Economics, University of Delhi
3	Ms Mansi Bansal	SGTB Khalsa College
4	Dr. Rati Dhillon	Shaheed Bhagat Singh College
5	Prof. Shivani Arora	Shaheed Bhagat Singh College
6	Sakshi Meena	Vivekanand College
7	Jyoti Sindhu	Indraprastha College for Women
8	Rimmi jain	PGDAV(E) College
9	Bhawna Pal	JDM College
10	Reema Dahal	Daulat Ram College
11	Amit Kapoor	Shyam Lal College

The following guidelines were set in the meeting with the unanimous consent of all the teachers and the representative of the department, University of Delhi present at the meeting.

**Draft Guidelines for the Teaching and Assessment of
DSE 6.3 b Compensation Management
B.Com.(Hons). CBCS Semester VI**

GENERAL GUIDELINES

Number of lectures: 65

Duration: 3 Hrs

Total marks: 100 (Internal assessment of 25 Marks, Question Paper will be of 75 Marks)

The question paper shall have 5 questions. Each question will be worth 15 marks with an internal choice. Each question will have two subparts. A case study may also be asked from Unit V.

Three full questions with internal choice each from units 1, 2, and 3 and two full questions with internal choice combined from units 4 and 5.

UNIT WISE GUIDELINES:

UNIT I: Introduction to Compensation Management

(Marks 15)

- Concept and Principles
 - Meaning of Compensation Management
 - Scope of Compensation Management
 - Objectives of Compensation Management
 - Importance of compensation Management
 - Principles of Compensation Management
 - Pre-requisites for Effective Compensation Management
 - Factors Influencing Wage Determination/ Compensation Policy
- Consequences of Pay Dissatisfaction
 - Dissatisfaction with compensation - a general phenomenon
 - Reasons for Dissatisfaction: Comparisons
 - Consequences Of Dissatisfaction with Pay
 - Designing Of Wage System as an Enhancer Of Job Satisfaction/ How to seal with Pay Dissatisfaction/Behaviour Modification Through Reward Strategy
- Job Grading: Concept and Benefits, Process of Developing Pay Grades.
- Broad Banding: Meaning, process, Advantages and Disadvantages of Broad banding, Principles for Increasing Effectiveness of Broad banding

UNIT II: FOUNDATIONS OF COMPENSATION

(Marks 15)

- Theories of Compensation:
 - Motivational Theories (Maslow's Need hierarchy theory, Herzberg's two-factor theory, Adam's Equity Theory, Porter and Lawler's Expectancy

Theory, Agency Theory); Economic Theories (Subsistence theory, Wages Fund Theory, Marginal Productivity Theory, Bargaining Theory, Investment Theory)

Executive Compensation: Nature and components, High Pay of Executives- A global Phenomenon, and factors responsible for the same, Challenges of Compensation Design: Concept, process, principles and challenges faced in compensation Design,

Developing Strategic Compensation Alternatives: Importance, Types (broad and specific) of Compensation Strategy, Steps in the Process of creating a Strategic Compensation Strategy Compensation Policies in India: Objectives and types of compensation policies, compensation Trends in India.

UNIT III: Components of Compensation (Marks 15)

Basic Pay and DA: Concept.

Fringe Benefits: Concept and Types

Incentive plans: Individual-based incentives (Halsey, Rowan, Emerson, Bedaux, Taylor, Merrik); Group and Organisation incentives (Gantt, Priestman, Co-partnership, Profit Sharing Schemes, Employee Stock Ownership Plans); Retirement benefits (provident fund, gratuity, pension); Impact of Collective Bargaining and Negotiation Skills on Compensation

UNIT IV: International Compensation Management

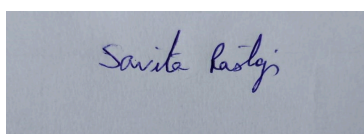
(Marks 8)

- Types of Overseas Employment
- Kinds of Overseas Workforce
- Components of Expatriate Compensation
- Approaches to International Compensation

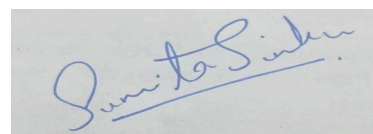
UNIT V: Compensation Laws

(Marks 22)

Objectives and Salient Features of all the Acts listed in the syllabus to be done.



Dr Savita rastogi
Convenor



Dr. Sumita Sinku
Department Representative