



SYMBIOSIS COLLEGE OF ARTS & COMMERCE

An Autonomous College | Under Savitribai Phule Pune University

Reaccredited 'A+' with 3.51 CGPA For Third Cycle By NAAC | College with Potential for Excellence

COURSE TITLE		Compensation Management and Performance Management
Paper Number (In case of Specialization)		VII
Course Learning Outcomes: On successful completion of the module students will be able to: <ol style="list-style-type: none"> 1. Recognize how pay decisions help the organization achieve a competitive advantage. 2. Analyze, integrate, and apply the knowledge to solve compensation related problems in organizations. 3. Demonstrate comprehension by constructing a compensation system encompassing; internal consistency, external competitiveness, employee contributions, organizational benefit systems, and administration issues. 4. Design rational and contemporary compensation systems in modern organizations 		
Detailed syllabus		
Unit	CONTENTS OF THE COURSE	No. of Lectures
1.	<u>Title of the Topic:</u> Introduction to Compensation Management <ol style="list-style-type: none"> 1.1. Nature and Objectives of Compensation 1.2. Factors affecting Compensation Policy 1.3. Concept of Wages and Salary, Minimum Wages, Fair Wages and Living Wages. 1.4. Understanding Elements of Compensation Structure <ul style="list-style-type: none"> • Fixed Pay • Variable Pay • Cash Benefits • Incentives • Executive Compensation • Stock Options 1.5. Understanding Salary Slip 	16
2.	<u>Title of the Topic:</u> Understanding the Basics of Social Security <ol style="list-style-type: none"> 2.1. Concept of Social Security : Laws relating to Social Security <ul style="list-style-type: none"> • Introduction to Provident Fund • Employees State Insurance • Gratuity • Superannuation • Bonus • Reward Systems 	12

	<ul style="list-style-type: none"> • Retirement • VRS / Golden Handshake 	
	2.2. Case Studies	
3.	<p><u>Title of the Topic : Performance Management System</u></p> <p>3.1. Introduction to Performance Management and Objectives of Performance Management</p> <p>3.2. Determinants of Performance</p> <p>3.3. Diagnosing the causes of Poor Performance</p> <p>3.4. Implementing Performance Management System</p>	12
4.	<p><u>Title of the Topic: Performance Appraisal</u></p> <p>4.1. Organizational uses of Performance Appraisal</p> <p>4.2. Methods of Appraisal</p> <ul style="list-style-type: none"> • Traditional Methods and Modern Methods <p>4.3. Shift from Performance Appraisal to Potential Appraisal</p> <p>4.4. Appraisal Interview and Follow up</p> <p>4.5. Related Cases</p>	14
	Total Number of Lectures	54

Suggested Reference Books:

1. Compensation planning, George T Mulkovich & Jerry Newmann, McGraw Hill Publication
2. Compensation and reward management, B. D. Singh, Excel Publication
3. Aswathappa, K. (2001). *Human resource & personal management (text & cases)*. New Delhi: Tata McGraw-Hill.
4. Mamoria, C. B., & Gankar, S.V. (2002). *Personal management (text & cases)*. New Delhi: Tata McGraw-Hill.
5. Rao, T. V. (2015). *Performance Management: Toward organizational excellence*. Sage Publication.