

2. COMPENSATION MANAGEMENT

Sr. No.	Unit	Writer Name and Contact No.
1	<p>Compensation Management: meaning and strategic nature</p> <ul style="list-style-type: none"> • Introduction • Objective of compensation • Meaning , concept , Importance • Phases of compensation management • Compensation strategies • Keywords • Exercise 	
2	<p>Fundamentals of a Compensation System</p> <ul style="list-style-type: none"> • Introduction • Meaning , concept , Importance • Organizational goals • Employee communications • Rewards and recognitions • Timely acknowledgement • Simple me abuses • Keywords • Exercise 	
3	<p>Revisiting Job Analysis, Job Description, and Job Evaluation for compensation</p> <ul style="list-style-type: none"> • Introduction • Meaning , concept , Importance • Job analysis - job description - Job specifications • Job evaluation – job ranking, Job grading, Factor comparison, Point system • Keywords • Exercise 	
4	<p>Grading and Compensation Structure, Designing Pay Plans And Pay Brackets</p> <ul style="list-style-type: none"> • Introduction • Meaning , concept , Importance • Great structure • Broad banding • Rational for variable pay • Different type of variable pay • Pay progression • Keywords • Exercise 	
5	<p>Employee Benefits</p> <ul style="list-style-type: none"> • Introduction • Defining employee benefit • Meaning , concept , Importance • Objective of employ benefit plan • Factor influencing benefits plan • Classification of employee benefits • Keywords 	

	<ul style="list-style-type: none"> • Exercise 	
6	Rewards & Recognition <ul style="list-style-type: none"> • Introduction • Performance related pay • Different levels of performance • Individuals position in the pay range • Recognition • Keywords • Exercise 	
7	Long and Short term Incentives <ul style="list-style-type: none"> • Introduction • Meaning , concept , Importance • Small group incentives • Project based team short team incentives • Long team incentives • Long team pay out cycles • The division & organizational performance (ex) • Keywords • Exercise 	
8	Performance based Compensation <ul style="list-style-type: none"> • Introduction • Meaning , concept , Importance • Work team in the workplace • Team based compensation plan • Keywords • Exercise 	
9	Wage differential <ul style="list-style-type: none"> • Introduction • Concept • Meaning and importance • Employee compensation Strategy • Relative worth of the job • Employee's relative worth • Employee's ability to pay • Planning & data collection • Collecting the survey information • Analyzing the information • Keywords • Exercise 	
10	Tax Planning <ul style="list-style-type: none"> • Introduction • Definition • Objectives of tax planning • Advantages and disadvantages of tax planning • Type of tax planning • Importance • Keywords • Exercise 	