



Program	Master of Business Administration (MBA)	Semester - 3
Type of Course	Major	
Prerequisite		
Rationale	-	
Effective From A.Y.	2024-25	

Teaching Scheme (Contact Hours)				Examination Scheme				
Lecture	Tutorial	Lab	Credit	Theory Marks		Practical Marks		Total Marks
				T	T	P	P	
4	-	-	4	50	30	-	-	150

SEE - Semester End Examination, T - Internal Theory, P - Internal Practical

Course Content		T - Teaching Hours W - Weightage	
Sr.	Topics	T	W
1	Module I Essentials of reward Management: <ul style="list-style-type: none"> An overview of reward management The Reward System Total Rewards Strategic Reward International Reward	15	25
2	Module II Performance and reward: <ul style="list-style-type: none"> Performance management and reward Engagement and Reward Financial Reward Non-Financial Reward Contingent Pay Schemes Bonus Schemes Team Pay Rewarding for Business Performance Recognition scheme Valuing and Grading Jobs Pay levels Market Rate Analysis Grade and Pay Structures 	15	25
3	Module III Rewarding Special Groups: <ul style="list-style-type: none"> Rewarding Directors and Senior Executives Rewarding Sales and Customer Service Staff Rewarding Knowledge Workers Rewarding Manual Workers Employee Benefits: <ul style="list-style-type: none"> Employee benefits Flexible Benefits The Practice of Reward Management: <ul style="list-style-type: none"> Developing of Reward System Managing Reward System Evaluating Reward Management Responsibility for Reward Management	15	25



Course Content		T - Teaching Hours W - Weightage	
Sr.	Topics	T	W
4	Module IV CM related Labor Laws: <ul style="list-style-type: none"> • Payment of Wages Act, • Minimum Wages Act, • Payment of Bonus Act, 1965 • Equal Remuneration Act, • Income tax act provisions with respect to salaried • Workmen's Compensation Act, Mediclaim Policies and their salient features	15	25
Total		60	100

Suggested Distribution Of Theory Marks Using Bloom's Taxonomy			
Level	Understanding	Application	Analyze
Weightage	50	25	25

NOTE : This specification table shall be treated as a general guideline for the students and the teachers. The actual distribution of marks in the question paper may vary slightly from above table.

Course Outcomes	
At the end of this course, students will be able to:	
CO1	To understand concept, need and importance of reward management
CO2	Analyzing and understanding national and international reward management practices and components
CO3	Understanding , analyzing and applying the compensation management for the various levels and functions of organization
CO4	To understand and remember the scope and applicability of various laws pertaining to the compensation and reward management

CO PO Mapping				
CO	CO - 1	CO - 2	CO - 3	CO - 4
PO - 1	3	2	2	2
PO - 2	2	3	2	2
PO - 3	1	3	2	2
PO - 4	1	2	2	3
PO - 5	1	1	2	3

Reference Books	
1.	Armstrong's Handbook of Reward Management Practice: Improving Performance Through Reward (TextBook) By Michael Armstrong Kogan Page Publication Latest Edition
2.	Compensation Management By Dipak Kumar Bhattacharyya Oxford Publication Latest
3.	Compensation: Special Indian Edition By George Milkovich, Jerry Newman, C.S. Venkataratnam McGraw Publication Latest Edition
4.	Compensation Management By Mousumi Bhattacharya, Nilanjan Sengupta Excel Publication Latest

