

STELLA MARIS COLLEGE (AUTONOMOUS), CHENNAI
COURSE PLAN June - November 2024

Department : Human Resource Management
Name/s of the Faculty : Ms. S Juliet Silviya
Course Title : Compensation Management and Social Security
Course Code : 23HR/PC/CM34
Shift : II

COURSE OUTCOMES (COs)

COs	Description	CL
CO1	Infer procedures and policies in planning compensation for employees	K1,K2
CO2	Infer procedures and policies in planning compensation for employees	K3
CO3	Evaluate rational and contemporary compensation systems in organisations.	K4
CO4	Develop a fair decision in helping employees to gain benefits.	K5
CO5	Formulate approaches to manage legal requirements related to compensation.	K6

Week	Unit No.	Content	Cognitive Level	Teaching Hours	COs	Teaching Learning Methodology	Assessment Methods
Jun 19 – 26, 2024 (Day Order 1 - 6)	1	Concepts related to Compensation Introduction: Compensation meaning, objectives, nature of compensation, types of compensations, compensation responsibilities.	K1-K6	5	CO 1-5	Lecture, PPT, Discussion, Case Study.	CA, Quiz and Exam
Jun 27 – July 4, 2024 (Day Order 1 - 6)	1	Components of Compensation, Compensation system design issues, Compensation approaches, Individual Vs team rewards	K1-K6	5	CO 1-5	Lecture, PPT, Discussion, Video	CA, Assignment and Exam
July 5 – 12, 2024 (Day Order 1 - 6)	1	Perceptions of pay Fairness, legal constraints on pay systems.	K1-K6	3	CO 1-5	Lecture, PPT, Discussion, Video	CA and Assignment
	2	Compensation Management Managing Compensation: Strategic Compensation planning,	K1-K3	2	CO 1,2		
July 15 – 23, 2024 (Day Order 1 - 6)	2	Aligning Business strategy and compensation strategy	K1-K3	1	CO 1,2	Lecture, PPT, Discussion.	CA and Quiz
		Methods of job evaluation system, Wage and salary surveys, the wage curve, pay grades, and broad banding. Factors affecting the wage mix	K1-K6	4	CO 1-5		
July 24 – 31, 2024 (Day Order 1 - 6)	2	Government regulation on compensation.	K1-K6	4	CO 1-5	Lecture, PPT, Discussion, Case Study.	CA, Quiz and Exam
		Compensation Challenges.	K1-K3	1	CO 1,2		

Aug 1 – 5, 2024 (Day Order 1 - 3)	2	Compensation Challenges.	K1-K3	1	CO 1,2	Lecture, PPT, Discussion, Video	CA and Assignment
	3	Variable Pay and Executive Compensation Variable Pay: Concept, Types - Individual, Group and Organisational Executive Compensation	K1-K6	1	CO 1-5		
Aug 6 – 10, 2024	C.A. Test - I						
Aug 12 – 14, 2024 (Day Order 4-6)	3	Individual incentive plans- Piecework, Standard hour plan, Bonuses, Merit Pay	K1-K6	3	CO 1-5	Lecture, PPT, Discussion, Video	CA and Assignment
Aug 16 – 23, 2024 (Day Order 1-6)	3	Group incentive plans- Team compensation, Gain sharing incentive Plans.	K1-K6	2	CO 1-5	Lecture, PPT, Discussion.	CA, Quiz and Exam
		Organizational incentive plans- Profit Sharing plans, Stock Options - ESOP, ESPP	K1-K6	3	CO 1-5		
Aug 27 – Sep 3, 2024 (Day Order 1-6)	4	Executive Compensation and International Compensation Management.	K1-K4	2	CO 1-3	Lecture, PPT, Discussion, Case Study.	CA and Assignment
		Managing Employee Benefits Benefits- Nature and Services. Strategic perspectives on benefits- Employee Benefit Communication Methods.	K1-K6	3	CO 1-5		

Sep 4 – 11, 2024 (Day Order 1-6)	4	Employee Benefit Communication Methods.	K1-K6	2	CO 1-5	Lecture, PPT, Discussion, Video.	CA, Quiz and Assignment
		Benchmarking benefit schemes, Compensation Benchmarking Analysis	K1-K3	3	CO 1,2		
Sep 12 - 20, 2024 (Day Order 1-6)	4	Employee benefits programs- security benefits, retirement security benefits, health care benefits, time-off benefits, Fringe Benefits.	K1-K6	5	CO 1-5	Lecture, PPT, Discussion.	CA and Assignment
Sep 23 - 26, 2024 (Day Order 1-4)	5	Security Benefits and Legal aspects Wage Boards: Objectives, Structure and Working.	K1-K6	3	CO 1-5	Lecture, PPT, Discussion.	CA and Assignment
Sep 27 – Oct 3, 2024	C.A. Test - II						
Oct 4 – 5, 2024 (Day 5 & 6)	5	Wage Boards: Objectives, Structure and Working.	K1-K6	2	CO 1-5	Lecture, PPT, Discussion, Case Study.	CA and Assignment
Oct 7 - 15, 2024 (Day Order 1 to 6)	5	Pay Commissions: Features, Objectives, Importance.	K1-K6	5	CO 1-5	Lecture, PPT, Discussion, Video.	CA, Quiz and Assignment
Oct 16 - 22, 2024 (Day Order 1 to 6)	5	Concept of Social Security: Laws relating to Social Security, Provident Fund, ESI, Gratuity, Bonus, Retirement.	K1-K5	3	CO 1-4	Lecture, PPT, Discussion, Video.	CA, Quiz and Assignment
Oct 23 - 24, 2024 (Day Order 1 to 2)	REVISION						

Component Number	Topic	Assessment Method	Marks
1	Designing an effective compensation System	Each individual will create a compensation system based on the designation.	20
2	Evaluating employee benefits and legal compliance	Students will analyze the legal requirement related to employee benefits and its process and importance	20
3	Security Benefits	Quiz will be conducted on benefits	10