

Department of Commerce
SHYAM LAL COLLEGE, UNIVERSITY OF DELHI

Subject: Compensation Management

Course & Sem: B.COM (H) , Sem-VI

Teachers: Ms. Jyoti Sharma and Mr. Amit Kapoor

S No.	From	To	Topics
Week 1	18th January 2024	20th January 2024	Concept and principles
Week 2	22nd January	27th January 2024	Consequences of pay dissatisfaction; Job grading, broad banding and job design.
Week 3	29th January 2024	3rd February 2024	Theories of compensation
Week 4	5th February 2024	10th February 2024	Executive compensation; Challenges of compensation design
Week 5	12th February 2024	17th February 2024	Developing strategic compensation alternatives; Compensation policies in India
Week 6	19th February 2024	24th February 2024	Basic pay, dearness allowance, fringe benefits, incentive wage plans (individual, group, organisation wide), employee stock ownership, retirements benefits– (pension, gratuity, provident fund)
Week 7	26th February 2024	2nd March 2024	Impact of collective bargaining and negotiation skills on compensation
Week 8	4th March 2024	9th March 2024	Class Test and Assignment
Week 9	11th March 2024	16th March 2024	Types of overseas employment, kinds of overseas workforce, components of expatriate compensation
Week 10	18th March 2024	23rd March 2024	Approaches to international compensation
Week 11	24th March 2024	31st March 2024	Mid-Sem Break
Week 12	1st April 2024	6th April 2024	The Payment of Wages Act, 1936; The Minimum Wages Act, 1948
Week 13	8th April 2024	13th April 2024	The Payment of Bonus Act, 1965. The Workmen's Compensation Act, 1923
Week 14	15th April 2024	20th April 2024	The Employees' State Insurance Act, 1948
Week 15	22nd April 2024	27th April 2024	The Employees' Provident Funds & Miscellaneous Provisions Act, 1952
Week 16	29th April 2024	4th May 2024	The Maternity Benefit Act, 1961; The Employees' Family Pension Scheme, 1995
Week 17	6th May 2024	11th May 2024	Revision, Doubt Session and Class Test