

**PANIPAT INSTITUTE OF ENGINEERING AND TECHNOLOGY
PANIPAT**

Department of Management Studies

Semester: 3rd

Course Title: Compensation & Reward Management

Course No .HRM-305

Sr. No.	Lecture No.	Topics to be covered	Target Outcome
1	L-1	Concept, Goals, Theoretical Foundations of Compensation Management Wage	CO1
2	L-2	Economic and behavioural theories	CO3
3	L-3	Internal and External Equity in Compensation System.	CO3
4	L-4	Differentials: Inter and Intra industry Wage Differentials.	CO1
5	L-5	Concept, Aims, Components of Reward system:	CO1
6	L-6	Monetary & Non-Monetary Rewards,	CO1
7	L-7	Case study on compensation	CO1
8	L-8	Role of Reward in organisation,	CO1
9	L-9	Construction of reward for employee	CO4
10	L-10	Strategic perspectives of Reward..	CO4
11	L-11	Recent Development in Rewards and Recognition	CO2
12	L-12	Designing Pay Level, Senior Managers, , Sales Executives.	CO4
13	L-13	Pay Mix and Pay Structures,	CO5

Sr. No.	Lecture No.	Topics to be covered	Target Outcome
14	L-14	R & D Staff	CO5
15	L-15	Board of Director	CO5
16	L-16	Compensation of Chief Executives	CO5
17	L-17	Payment –By-Results (PBR), Performance Linked Compensation,	CO 4
18	L-18	Incentives Plans; Fringe Benefits and Supplementary Compensation: Cafeteria Plans, Pensions Schemes and ESOPs	CO 2
19	L-19	governing different components of reward systems	CO 2
20	L-20	Institutions related to Reward System	CO 3
21	L-21	Problems, Objectives and Elements of Expatriate's Compensation Package.	CO 2