

Mehr Chand Mahajan DAV College for Women, Chandigarh

PG Department of Commerce and Management

E-Content for the Students of B.Com III (Fifth Semester)

Management Hons

Subject: Compensation Management (BCH 509)

Teacher's Name: Dr. Gagandeep Kaur

Module I:

Meaning of Compensation Management:

<https://drive.google.com/file/d/1pg9B9rDJhfD-IO4OVSEOI3CBkeFEbHKQ/view?usp=sharing>

Compensation Management – A theoretical Framework:

https://drive.google.com/file/d/1L9sTr8VJFcAVaMVkjgw5Na0YeX_tryMY/view?usp=sharing

Factors Affecting Compensation Management:

https://drive.google.com/file/d/183mkJLNOL2F3WzAbf_AxN2WwCnHBbiqY/view?usp=sharing

Compensation Strategy

<https://drive.google.com/file/d/1GZlQtEu3ceNMRCNT9JzIwsToTEbl1sRg/view?usp=sharing>

Module II:

Job Analysis:

<https://drive.google.com/file/d/1qUUfoHNySlFeD1qgWAUdjbA5ziHttUki/view?usp=sharing>

Statutory Provisions related to Compensation

https://drive.google.com/file/d/1PSCM2iYdmvy_qQ6s-xgpCAoP3SYvexfM/view?usp=sharing

Module III:

International Compensation:

https://drive.google.com/file/d/1KfDS_T9FG0YZ1zlcNrQ30KD6AJJYwnJ9/view?usp=sharing

Employees Compensation Act, 1923:

<https://classroom.google.com/c/MTI2MjAxMzg4MDM5/m/MTY3MTE3NTAxODY5/details>

Executive Compensation

<https://drive.google.com/file/d/1yHOk5HZb-huxHiBktCAPCx8XOCsIxY6G/view?usp=sharing>

Module IV:

Legal Framework for Compensation Management

https://drive.google.com/file/d/1HGF5g9EtPHe_hGl7yDYfYenzKXrOD-Q5/view?usp=sharing

Performance Reward

https://drive.google.com/file/d/1qvaLBpkh_KjgK9Bczoz0jKtQRiHDcxrL/view?usp=sharing

References and Additional Readings:

- Venkataratnam, C.S., and B. K. Srivastava, 'Personnel Management and Human Resources', Tata McGrawHill.
- Thomas, J. Bergman, V.G. Scarpello and F.S. Hills. 'Compensation Decision Making', Dryden Press.
- Dunn, J.D. and F. M. Rachal, 'Wage and Salary Administration: Total Compensation System', McGraw Hill, New York.
- Armstrong, M. and Hellen Murlis, 'Reward Management-A handbook of Remuneration Strategy'.
- Henderson, Richard I., 'Compensation Management in a Knowledge Based world', Pearson Education.
- Bhattacharya, Mousumi S. and Sengupta, Nilanjai, 'Compensation Management', Excel Books.