

MID-WESTERN UNIVERSITY, FACULTY OF MANAGEMENT
 MASTER IN BUSINESS ADMINISTRATION (MBA), SYLLABUS 2072 (2016)

Course Title		Compensation and Benefit Management
Course Code Number		MGT 549
Credit Hours		03
Year: II		Semester: IV Specialization: HRM
Course Objectives:		
Main Objective		This course aims to examine the financial reward system of organization and issues in compensation planning and benefit management. This course includes managing compensation, performance appraisal and incentives compensation.
Enabling Objectives		After the completion of this course, the students will be able to: <ul style="list-style-type: none"> • Discuss the strategic importance of compensation to the achievement of organizational goals. • Identify links between compensation objectives and business strategy. • Discuss the role of compensation in attracting, motivating, and retaining a high-quality workforce. • Discuss recent theoretical and practical developments in the area of compensation and benefits. • Develop the basic competencies required for the development and management of compensation systems.
Learning Unit (LU)	Learning Hours (LH)	Contents
LU 1	5	Introduction to Compensation Concept and objective of compensation, Significance of employee compensation, Elements of compensation (Base pay, Variable pay, Skill and Competency based pay, Long-term incentive compensation), Compensation and benefit designing issues. Motivation Issues in compensation.
LU 2	5	Managing Compensation Strategic Compensation planning, Determining compensation-the wage mix, Development of a Base Pay System, Job information in compensation design (Job analysis, Job description, Job evaluation systems, Job assessment) , Unit Case Study
LU 3	6	Performance Appraisals Role of Performance Appraisal in Compensation, Common Errors In Performance Appraisal, Measuring Job Performance, Contextual Issues In Appraisal, Linking Performance Appraisal with Compensation and Benefit management, Unit Case Study
LU 4	14	Market Analysis Concept of wage and salary, Components of wages, Wage compression, Employee participation in wage fixation,

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		Economic theories of wages, (Subsistence Theory, Wage fund theory, Marginal Productivity theory) , Methods of wage fixation, (Collective bargaining, Statutory fixation, Wage boards, Tribunals, Adjudication,) Consumer price index: Construction of index numbers and their uses for wage and dearness allowance, Compensation structure- Wage and salary surveys, the wage curve, pay grades and rate ranges, preparing salary matrix, Government regulation on compensation, fixing pay, significant compensation issues, Compensation as a retention strategy, Determination of compensation for special types of employees (e.g. Chief executives, Senior manager, Consultants, Advisors etc.) Unit Case Study
LU 5	5	Incentives Compensation and Benefits Concept, Types of incentives, Organization wide incentive plan,(Profit sharing, Stock options, Employee stock ownership plan,), Individual and team based incentive, (Measured day work, Piecework), Types of benefits, Unit Case Study
LU 6	10	Compensation policy and practices in Nepal Evolution and development of wage policy in Nepal, Essentials of Ideal wage and salary policy, Impact of various legal provisions on compensation policy and practice in Nepal (Legal Issues regarding minimum wage, Labor laws, Provident fund, Gratuity, Pension, Bonus, Minimum wage), Compensation determination practices in private and public sector, Legal and taxation issues on employee compensation Issues regarding wage and salary in the context of Nepal. Unit Case Study
LU 7	3	Issues in Compensation planning and benefit management Various Issues regarding compensation planning and benefits management
References		<ol style="list-style-type: none"> 1. Strategic Compensation, Joseph J. Martocchio, 3rd Edition, Pearson Education 2. Compensation Management in Knowledge based world, Richard I. Anderson, 10th edition, Pearson Education 3. Compensation Management, Er SoniShyam Singh, Excel Books.

Net Contact Hour is 48 excluding the exams and tests.

Evaluation Module: 50 percent will be assessed through the internal evaluation and 50 percent will be assessed through end semester examination.