JHARKHAND Rai University
UGC RECOGNISED UNIVERSITY
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Lesson Plan & Tracking

Programe : MBA	**Session : 2021-2023**	**Year : 2nd**	**Sem: III**
Course: Compensation & Benefit Management			
Name of the Faculty: Dr. Amrita Majumdar	**Commencement Date: 12th September 2022**	**Date of Closure: 30th December 2022**	

Lecture No.	Week	Unit	Topics to be Covered	Blended Mode			Date	Duration	Tracking of Lectures	Related Course Outcome	Signature of Faculty	Signature of HoD	Remarks(if any)
				ICT Tool/Platform/ LMS	Resources	Activity							
1	1	1	Introduction to the Course										
2			Nature of compensation management										
3			Compensation process, purpose										
4	2		Factors affecting compensation										
5			reward system										
6			Compensation policies & design										
7	3		Process of compensation design										
8		2	Job analysis										
9			Job Evaluation										
10	4		Job Evaluation										
11			Methods of Job Evaluation: ranking method : description, advantage and limitations										
12			Methods of Job Evaluation: Classification method : description, advantage and limitations										

13	5		Factor comparison method : description, advantages and limitations										
14			Point rating method : description, advantages and limitations										
15		3	Theories of wage determination,										
16	6		Theories of wage determination,										
17			Components of compensation										
18			Components of compensation										
19	7		Competency based Pay										
20			Surveying market pay and compensation practices										
21			Designing a base pay structure										
22	8		executive compensation										
23			pay structure policies										
24			Measuring and paying for performance										
25	9	4	Incentives: Concept										
26			Different kinds of wage incentives plans and their application,										
27			retirement benefits										
28	10		Bonus: Profit Bonus, Method of Determining Bonus										
29			Fringe Benefits: Underlying Principles										

30			Different Kinds of Fringe Benefits, Dearness Allowance :										