

Department of Public Administration & HRM
Kakatiya University, Warangal

B.A Human Resource Management
II YEAR

SEMESTER – IV

PAPER-IV: COMPENSATION MANAGEMENT

Unit – 1: Introduction

- i. Importance of Compensation Management
- ii. Employee Compensation and influencing factors
- iii. Fixation of Wage and Salaries

Unit – 2: Employee Compensation

- i. Compensation, Plan and Policies
- ii. Rewards and Expectancy theory
- iii. Methods of Appraising Performance

Unit – 3: Concepts and Emerging Trends

- i. Employee Separation
- ii. Redundancy
- iii. Downsizing, Voluntary Retirement, Out Sourcing

Unit – 4: Strategy: Approaches and issues

- i. Role of Knowledge Management – Definition & Significance
- ii. Role of Change Management
- iii. Attraction – Retention Strategies

Unit – 5: International Human Resource Management

- i. Importance and Approaches of International Human Resource Management
- ii. Objectives and Functions of International Human Resource Management
- iii. Issues and Challenges.

Suggested Readings:

1. Dr. Mousumis. Bhattacharya & Dr Nilanjan Sen Gupta “Compensation management” Excel books, New Delhi
2. Prof Sharad D.Geet “ Human Resource Management” Nirali Prakashan, Pune
3. Mrs Y.L.Giri “ Human Resource Management: Managing people at work, Nirali Prakashan, Pune
4. Dr A.Vijaykumar and others”Human Resource Management” Telugu Akademi, Hyderabad
5. Subba Rao P., Essentials of Human Resource Management and Industrial Relations, Himalaya Publishing, Mumbai.