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<th>Compensation Management</th>
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Week 1, 2, 3
- Exploring and Defining the Compensation Context
- A historical Perspective on Compensation:
- The Road Toward Strategic Compensation
- Strategic Versus Tactical Decisions
- Compensation Professionals Goals
- Stakeholders of the Compensation System

Week 4, 5, 6
- Traditional Bases For Pay
- Seniority and Merit
- Seniority and Longevity Pay
- Merit Pay
- Performance Appraisal
- Strengthening the pay-for-Performance Link
- Possible Limitations of Merit Pay Programs
- Linking Merit Pay With Competitive Strategy

Week 7-10
- Incentive Pay
- Exploring Incentive Pay
- Contrasting Incentive Pay With Traditional Pay
- Individual Incentive Plans
- Group Incentives
- Company wide Incentives
- Designing Incentive Pay Programs
- Linking Incentive Pay With Competitive Strategy

Week 11, 12, 13
- Person focused pay
- Defining Competency-Based, Pay-for-Knowledge, and Skill Based Pay
- Usage of Pay- for – Knowledge Pay Programs
- Reasons to Adopt Pay for Knowledge Pay Programs
- Varieties of Pay for Knowledge Pay Programs

- Contrasting Person Focused Pay With Job Based Pay
- Advantages of Pay for Knowledge Pay Programs
- Disadvantages of Pay for Knowledge Pay Programs
- Linking of Pay for Knowledge Pay with Competitive Strategy

Week 14, 15, 16
- Building Internally Consistent Compensation
  - Internal Consistency
  - Job Analysis
  - Job Evaluation
  - Job Evaluation Techniques
  - Internally Consistent Compensation Systems and Competitive Strategy

Recommended book:
1. Strategic compensation management human resource management approach Published Mcraw hill Publication