

SARDAR PATEL UNIVERSITY
Programme: MHRM
Semester: III
Syllabus with effect from: June 2016

Paper Code: PA03EHRM16	Total Credits: 3
Title Of Paper: Wage and Salary Administration	

Unit	Description in detail	Weightage (%)
	Learner Objectives <ol style="list-style-type: none"> 1. Promote understanding of the nature of industrial employees wage and compensation package, principles, regulating different components and their role in the compensation package. 2. Impart skills in formulating a wage/ compensation policy and planning suitable package on principles of equity and efficiency. 3. To identify the problem area and scope for rationalising wage and compensation policies. 	
1	Introduction to Wage and Salary <ul style="list-style-type: none"> • Concept of Wages • Theories of Wages • Types of Wages • National Wage Policy 	20%
2	Introduction to Compensation <ul style="list-style-type: none"> • Definition and Objectives of compensation • Types of compensation management • Factors influencing Compensation • Components of compensation programme 	20%
3	Legal Frame Work Of Wage And Salary Administration <ul style="list-style-type: none"> • Regulation of Minimum wages and Equal Remuneration • Law relating to payment of wages and bonus • Wage : Determination , Components and Survey 	20%
4	Pay Structure –Dearness Allowance <ul style="list-style-type: none"> • Different pay structure, pay roll management deductions, issues involving pay increases, cost to company compensation (CTC) • Computation of CPI, Exercese, • Wage Incentives : Concept, Different kinds of wage incentives plans and their application 	20%
5	Case studies on <ul style="list-style-type: none"> • Wages and Compensation Management 	20%

Basic Text & Reference Books:

1. Wage and Salary Administration, V.V. Giri, Himalaya Publishers, 2003
2. Wage And Salary Administration In India, Alka Gupta, Anmol Publishers, 2000
3. Compensation Management, Dr. Kanchan Bhatia. Himalaya publishers.
4. Compensation Management, Dipak kumar Bhattacharya.
5. Industrial Labour Laws, S.P.Jain.

