

Name of faculty : Pawan kumar		
Discipline : DBM (HR)		
Semester : V Sem.		
Subject : Compensation Management		
Lesson Plan duration : 15 Week (Jan-2018 to April 2018)		
Week	Lecture/Day	Theory
1st	1	Introduction to Subject
	2	Meaning Introduction of Compensation.
	3	Nature of Compensation.
	4	Objective of Compensation.
	5	Objective of Compensation.
2nd	6	Types of Compensation.
	7	Types of Compensation.
	8	Planning
	9	Components of Pay Structure in India.
	10	Components of Pay Structure in India.
3rd	11	Factor Affecting wages.
	12	Factor Affecting wages.
	13	wages and Salary.
	14	Concpt of wages.
	15	Meaning of wages and salary.
4th	16	Objective of wages and salary.
	17	Objective of wages and salary.
	18	Principles of wages and salary System.
	19	Principles of wages and salary System.
	20	Elements of wages and salary System
5th	21	Elements of wages and salary System
	22	Meaning of Mininum wages.
	23	Fair wages.
	24	Living wages.
	25	Method of wage Payment
6th	26	Time wage System.
	27	Advantage of time wage system.
	28	Disadvantage of time wage system.
	29	Piece wage sysem
	30	advantage of piece wage sysem
7th	31	Disadvantage of pieve wage system
	32	Balance or debt method
	33	Advatage of balance method
	34	Disadvantage of balance method
	35	Disadvantage of balance method
8th	36	Incentive and employee benefits
	37	Meaning of incentive
	38	Advantage of incentive plans
	39	Limitaiton of incentive plans
	40	Individul incentive
9th	41	Indivisual incentive
	42	Essentials of sound incentive plan
	43	Essentials of sound incentive plan
	44	Success of incentive plans

	45	failure of incentive plans
10th	46	types of wage incentive plans
	47	Individual incentive
	48	Halsey or weir plan
	49	Merits and demerits of halsey method
	50	Rowan plan
11th	51	Merits of Rowan plan
	52	Demerits of Rowan plan
	53	Emerson efficiency plan
	54	Merits of emerson plan
12th	55	Demerits of emerson plan
	56	Bedeause point plan
	57	Merits of Bedeause mehtod
	58	Demerits of bedeause mehtod
	59	Group incentive plans
13th	60	Advantage of group incentive plan
	61	Disadvantage of group incentive plan
	62	Incentive scheme for indirect workers
	63	Fringe benefits
	64	Meaning of frnge benefits
14th	65	Need for fringe benefits
	66	Objective of fringe benefits
	67	Types of fringe benefits
	68	Types of fringe benefits
	69	Requirites for fringe benefits
15th	70	Workmen's compensation act 1923
	71	Coverage of workmen's compensation act 1923
	72	Administration
	73	Benefits
	74	Employer's liability
	75	Employer's liability