
KARACHI UNIVERSITY BUSINESS SCHOOL
UNIVERSITY OF KARACHI

BBA FINAL YEAR (HR ELECTIVE)

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| Course Title | : | COMPENSATION MANAGEMENT |
| Course Number | : | BBA - 656 |
| Credit Hours | : | 03 |

Course Contents

1. Strategic Compensation: A Components of Human Resource System
2. Strategic Compensation in Action: Strategic Analysis and Contextual Factors
3. Contextual Influences on Compensation Practice
4. Traditional Bases for Pay: Seniority and Merit
5. Incentive Pay
6. Person Focused Pay
7. Building Internally Consistent Compensation System
8. Building Market-Competitive Compensation Systems
9. Building Pay Structures that Recognizes Individual Contributions
10. Legally Required Benefits
11. Discretionary Benefits
12. International Compensation
13. Compensating Executives
14. Compensating the Flexible Workforce: Contingent Employees and Flexible Work Schedules

Recommended Books

1. Joseph J. Martocchio, Strategic Compensation - A Human Resource Management Approach, (3rd Edition), Pearson Education.
2. Milkovich & Newman, Compensation, (8th Edition), McGraw-Hill, USA.
3. B. R. Ellig, Executive Compensation - A Total Pay Perspective, McGraw-Hill, USA, 2006.
4. M. J. Deluca, Hand Book of Compensation Management, Prentice Hall, USA, 2009.