**COMPENSATION AND PERFORMANCE MANAGEMENT (DSE)**

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Module No. 1: Introduction to Compensation Management

1. Define compensation and discuss its classification and types
2. Identify and explain different forms of compensation such as wages, salary, benefits, DA, consolidated pay
3. Analyze equity-based programs and their impact on employee motivation and retention
4. Evaluate various incentive schemes like commissions, rewards, bonuses, short-term and long-term incentives
5. Compare and contrast different types of retirement plans such as social security, pension plans, profit sharing plans, stock bonus plans, etc.

Module No. 2: Concepts & Strategies of Compensation Management

1. Differentiate between compensation and non-compensation dimensions in HRM
2. Apply the 3-P concept in developing effective compensation strategies
3. Formulate compensation strategies as a retention strategy
4. Evaluate the role of compensation management in addressing issues within an organization
5. Analyze the impact of external factors on compensation strategies and policies

Module No. 3: Job Evaluation

1. Define job evaluation and its importance in determining job worth
2. Compare and contrast different job evaluation methods
3. Apply the point factor method of job evaluation in practice
4. Create position evaluation statements based on factor evaluation systems
5. Formulate decisions related to job evaluation within an organization

Module No. 4: Wage and Salary Administration

1. Discuss theories of wages and wage structures
2. Explain the difference between salary and wages and their components
3. Analyze the basis for compensation fixation and wage payment
4. Evaluate the effect of labor laws on wages and salary administration
5. Prepare a payroll system considering different components of compensation

Module No. 5: Performance Management and its issues

1. Trace the evolution of performance management and its importance in organizational success
2. Define performance management and its aims and purpose
3. Evaluate different performance appraisal methods and feedback principles
4. Discuss the role of line managers in performance management and reward systems
5. Analyze the challenges of linking performance and reward in a simple and total reward system