

ANDHRA UNIVERSITY

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All Official letters, packages etc,
should be addressed to the
Registrar by designation and
not by name.

No. L I (1)/BBA (Hons)/HRM(minor)/5thsem/2023-2024

Visakhapatnam
Dated:11-09-2025

From: The Registrar

To:

The Controller Examinations,
Andhra University,
Visakhapatnam.

Sir/Madam,

- Sub:- Replacement of HR Minor 5th Semester Papers 5 & 6 in BBA for the Admitted batch 2023-2024-Reg.
- Ref:- 1. Mail dated 10-09-2025 received from the Dr. M. Sanyasirao, Board of Studies Chairman BBA, GVP Degree and PG College(A), Visakhapatnam
2. Note Order of the V.C. dated:11-09-2025

With reference to the subject cited above, I am by direction to inform that the HR Minor Papers of Labour Law Compensation Management(Paper V) and organizational behavior (Paper VI) presently existing in V Semester of BBA Program of 2023-2024 admitted batch are replaced with Minor Papers of Compensation Management(Paper V) and Industrial relations (Paper VI) respectively in BBA HR(V Semester) as recommended by the Chairman Board of Studies (BBA) are approved.

Yours faithfully

DEPUTY REGISTRAR (ACADEMIC)

Copies to:

1. The Dean, Academic Affairs, AU,Vskp.
2. The Dean, UG. & P.G, Professional courses, A.U., Vskp.
3. The Dean, CDC, AU, Vskp.
4. The Dr. M. Sanyasirao, Board of Studies Chairman of BBA (UG), GVP Degree and PG College(A), Visakhapatnam
5. The Honorary Director, Computer Canter, A.U., Vskp. With are request to place in A.U Website.
6. The Secretary to Vice- chancellor, Rector Table P.A to Registrar, A.U.
7. The Superintendent, SI/Section, C.A.O, A.U. Vskp.
8. OC/OOF

BACHELOR OF BUSINESS ADMINISTRATION (BBA) –VTH SEMESTER

(2023-24) Admitted Batch)

HR Minor 5: SUBJECT: COMPENSATION MANAGEMENT

Credits: 4

OBJECTIVES

1. To explore the concept and trends in compensation management
2. To understand the link of compensation strategy with HR and Business Strategy
3. To impart techniques and methods for competing employer – employee negotiations for arriving at optimal compensation system.
4. To understand the administration of employee benefits.
5. To provide insights on the strategic issues and challenges of International compensation.

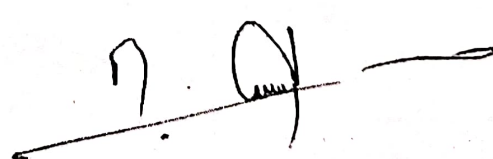
UNIT - I: INTRODUCTION TO COMPENSATION MANAGEMENT - Concept of Compensation-Exploring and defining the Compensation context-Compensation dimensions-Concept of Reward-Role of Compensation in Organization-Non-Financial Compensation System - New trends in Compensation Management.

UNIT - II: UNDERSTANDING PAY SYSTEMS - Bases for Traditional Pay System and Modern Pay System- Seniority and Longevity Pay- Incentive Pay-Person focus to Pay-Team Based Pay; Pay for Knowledge Program.

UNIT - III: INDIAN WAGE ADMINISTRATION – Important implications of Payment of Wages Act, Minimum Wages Act, Equal Remuneration Act, Maternity Benefit Act, Gratuity Act, ESI Act, EPF Act.

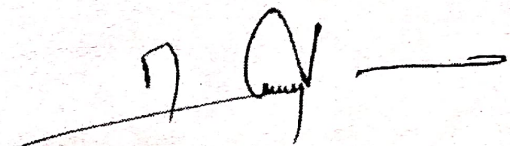
UNIT - IV: EMPLOYEE BENEFITS MANAGEMENT - Components-Legally required Benefits-Benefits Administration-Employee Benefits and Employee Services-Components of Discretionary Core Fringe Compensation.

UNIT - V: INTERNATIONAL COMPENSATION - International Compensation and Competitive Strategies-Executive Compensation Packages, Challenges in International Compensation.



SUGGESTED BOOKS

1. Handerson, "Compensation Management in a Knowledge Based World", Pearson .
2. Joseph J.Martocchio, "Strategic Compensation", Pearson Ed Richard I
3. Milkovich & NewMan, "Compensation", Tata McGraw -Hill, New Delhi.
4. Dr. Kanchan Bhatia, "Compensation Management", Himalaya Publishing House.
5. Tapomoy Deb, "Compensation Management", Excel Books, New Delhi.
6. Dipak Kumar Bhattacharyya, "Compensation Management", Oxford University Press.
7. Labour Laws with Code on Wages, Taxmann Publications



Dr. M. Sanyasi Rao
Chairman, Board of Studies – BBA
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**BACHELOR OF BUSINESS ADMINISTRATION (BBA) –VTH SEMESTER
(2023-24) Admitted Batch)**

HR Minor 6: Industrial Relations

Course Objectives

1. To help the students understand about relations between different stakeholders and its linkages with organization effectiveness.
2. To help students to understand various industrial disputes and settlement of disputes.
3. To familiarize the students with dispute settlement machinery and the role of trade union in protecting the interest of employees and also development of organization.
4. To enable the students to understand role and importance of worker's participation in organization development
5. To make the students focus on necessity and importance of collective bargaining process in the organization.

UNIT –I Industrial Relations

Meaning and Definitions, Importance, content of Industrial Relations, Objectives of Industrial Relations, and Scope of Industrial Relations work, Functional Requirements of successful Industrial Relations.

UNIT – II Industrial Disputes

Types of Disputes, causes of Industrial Disputes, procedure for the settlement of industrial disputes, organs of Industrial peace, Tripartite Machinery, code of discipline, voluntary arbitration, grievance Redressal Procedure.

UNIT – III Trade Unions

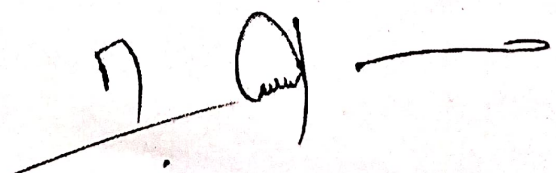
Objectives and function of trade union, Principles of Trade Unionism, Achieving of Trade Union objectives, Factors affecting growth of Trade union, Features, Weakness of Trade unions, Essentials of successful Trade union.

UNIT –IV Participative Management

Meaning and objectives, forms of participation, objectives of workers participations in management, levels of participation, Causes of failure of joint management council.

UNIT-V Collective Bargaining

Meaning, Features of collective bargaining, necessity and importance of collective bargaining, Principles of Collective Bargaining, Process of negotiations, contract administration.



Recommended Books

1. P. SubbaRao, Industrial Relationship, Himalaya Publishers.
2. Labour and Industrial Laws – Central Law Publications Allahabad.



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