

Semester	III	Specialization	HRM
Course Code	306HR	Type	Specialization - Core
Course Title	Human Resource Accounting & Compensation Management		

Course Objectives:

1	To orient the students with the concepts related to human resource accounting & compensation management.
2	To facilitate learning related to human resource accounting & compensation management for employees.

Syllabus:

Unit Number	Contents	Number of Sessions
1	Human Resource Accounting Introduction : Meaning, Definition, Importance, objectives, Development , Balance score card – HRA, Investment in Human Resources, Human Capital, Calculating the Market value of HR Assets	3 + 1
2	Investment Approach : Investment in HR, HR Value – concepts, Methods & Mechanics, Recruiting & Training Costs, Depreciation, Rates of Return, Human Capital Investment, Expenditure Vs Productivity – Training,	8 + 2
3	HR Auditing & Accounting : Design & Preparation of HR Accounting Process & Procedure for each of HR Sub System – Recruitment, Induction, PA, Training, Classification of Costs in HR Accounting, HRA Software, P& L Accounting & Balance Sheet, Experiences & Explorations on HRA	11 + 3
4	Compensation Introduction: Concepts, theories related to compensation Management (Wage Concepts & Wage theories) Establishing Pay variables & wage boards- group & individual incentives, executive compensation in MNC's.	8 + 2
5	Issues Related to Compensation : Dearness Allowance concept – emergence & growth in India, Fringe Benefits, Reward System Retirement Plans including VRS/ Golden Handshake Schemes.	5 + 2

Learning Resources:		
1	Text Book	<ol style="list-style-type: none"> 1. Accounting for Human Resources: Rakesh Chandra Katiyar, UK Publishing House. 2. Human Resource Accounting: M.Saeed, D.K. Kulsheshtha, Anmol Publications. 3. Human Resource Accounting: D.Prabakara Rao, Inter India Publications
2	Reference Books	<ol style="list-style-type: none"> 1. Human Resource Accounting: Advances in Concepts, Methods and Applications (Hardcover), "Eric G.Flamholtz" Springer; 3 editions, ISBN: 0792382676. 2. How to Measure Human Resource Management (Hardcover), Jac Fitzenz, et al, McGraw Hill.
3	Supplementary Reading Material	Relevant Bare Acts
4	Websites	http://shrmindia.org
5	Journals	<p>International Journal of Human Resource Management</p> <p>Human Resource Management Journal</p> <p>Human Resource Management</p>