

Human Resource Accounting & Compensation Management



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Human Resource Accounting & Compensation Management

Syllabus

Unit

Contents

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.

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,

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.

5

Issues Related to Compensation:

Dearness Allowance Concept – Emergence & Growth in India, Fringe Benefits, Reward System Retirement Plans Including VRS/ Golden Handshake Schemes.

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