



Name of the Student : Jayavarapu Naga pallavi

Regd. No. : 19K61E0022

Year / Semester : 2<sup>nd</sup> Mba / 3<sup>rd</sup> semester

Subject : Compensation & Reward Management

Subject Code : 18MS03T5

Topic : New Trends in Compensation Mgt

Date of Examination : 02.09.2020

**Mid Report & Presentation Evaluation of Marks:**

Criteria for Evaluation	Max Marks	Marks Awarded
<b>Report Evaluation (10 Marks)</b>		
Introduction to the Topic	02	
Critical Perspective of the Topic	02	
Continuity of the Topic	02	
Content of the Topic	02	
Structure of the Report	02	
<b>Total Marks for Report (A)</b>	<b>10</b>	
<b>Presentation Evaluation (10 Marks)</b>		
Communication Ability	02	
Presentation Methodology	02	
Outline of the PPT	02	
Body Language	02	
Answering Ability	02	
<b>Total Marks for Presentation (B)</b>	<b>10</b>	
<b>Total (A+B)</b>	<b>20</b>	

Signature of the faculty

# **NEW TRENDS IN COMPENSATION MANAGEMENT**

## **Introduction:**

### **What is Compensation management?**

Compensation management, also known as wage and salary administration, remuneration management, or reward management, is concerned with designing and implementing total compensation package.

Compensation is the human resource management function that deals with every type of reward individuals receive in exchange for performing an organizational task.

The consideration for which labor is exchanged is called compensation.

Compensation is what employees receive in exchange for their work. It is a particular kind of price, that is, the price of labor. Like any other price, remuneration is set at the point where the demand curve for labor crosses the supply curve of labor.

### **New Trends in Compensation Management”**

The following are the new trends in compensation management

- Group Mediciclaim/Insurance Scheme
- Personal Accident Insurance Scheme
- Company Leased Accommodation
- Recreation/ATM facilities
- Corporate Credit Card
- Club memberships
- Cellular Phone/Laptop
- Personal Health Care (Regular medical check-ups)
- Loans

- Educational Benefits (For Higher studies)
- Regular Get together and other cultural programs
- Wedding Day/Birthday Gift
- Employee Referral Scheme
- Maternity Leave
- Paternity Leave
- Work-life Balance
- Pay Transparency
- Broad banding
- Variable Pay (Incentive Pay)
- Flexible Benefits

### **Work life Balance**

- Flexi-time
- Compressed workweek
- Job sharing
- Telecommuting
- Part-time work
- Modified retirement
- Employee Assistance Programme
- Child Care Assistance
- Elder Care Assistance

### **Pay Transparency**

- Employees want transparency in pay system.

- Now a days some organisations are using transparent pay system.
- Pay transparency influences employees in
- Fostering trust in management
- Increasing employee engagement
- Encouraging discretionary efforts
- Reducing turnover
- Creating competitive advantage

### **Variable pay or Incentive pay**

- Tying pay to some measure of individual, group, or organizational performance.
- Piecework incentive
- Pay-for-performance
- Pay-for –person
- Merit pay
- Bonuses
- Sales incentives
- Profit sharing
- Gain sharing
- Employee Stock Ownership Plan

### **Conclusion:**

We can say that good compensation can increase the productivity of an organization because it provides various rewards, bonus, Schemes etc..., and its compulsory for every organisation