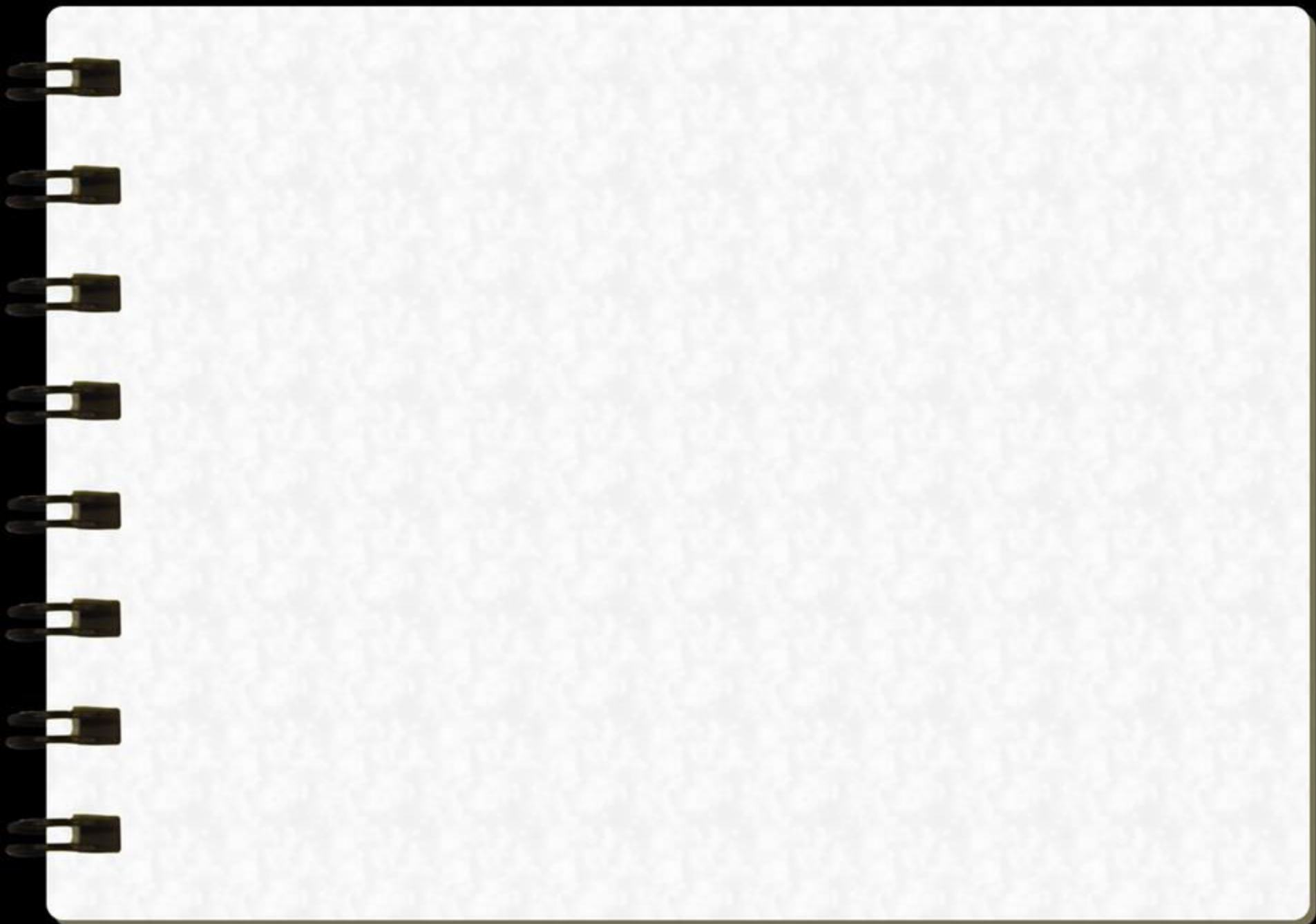


A close-up, soft-focus background of numerous pink flowers, likely cherry blossoms, with delicate petals and some green leaves visible. The overall tone is warm and romantic.

*Welcome*



# Compensation, Employee Relations

**Shikshan Prasarak Mandal's  
Gopal Krishna Gokhale college, Kolhapur**

**Commerce Department  
2017/2018  
Sub- Industrial Management**

**– Mahejbin M kazi**

# COMPENSATION :

- 1 • Meaning
- 2 • Objectives
- 3 • Compensation system
- 4 • Examples

The employee compensation Act come into force on 1<sup>st</sup> july, 1924

Compensation [section 2(1)(e)] means compensation as provided for by this Act

Section 2 (1) (b) of the Act defined, “**Commissioner**” as a commissioner for Workmen’s Compensation appointed under section 20;

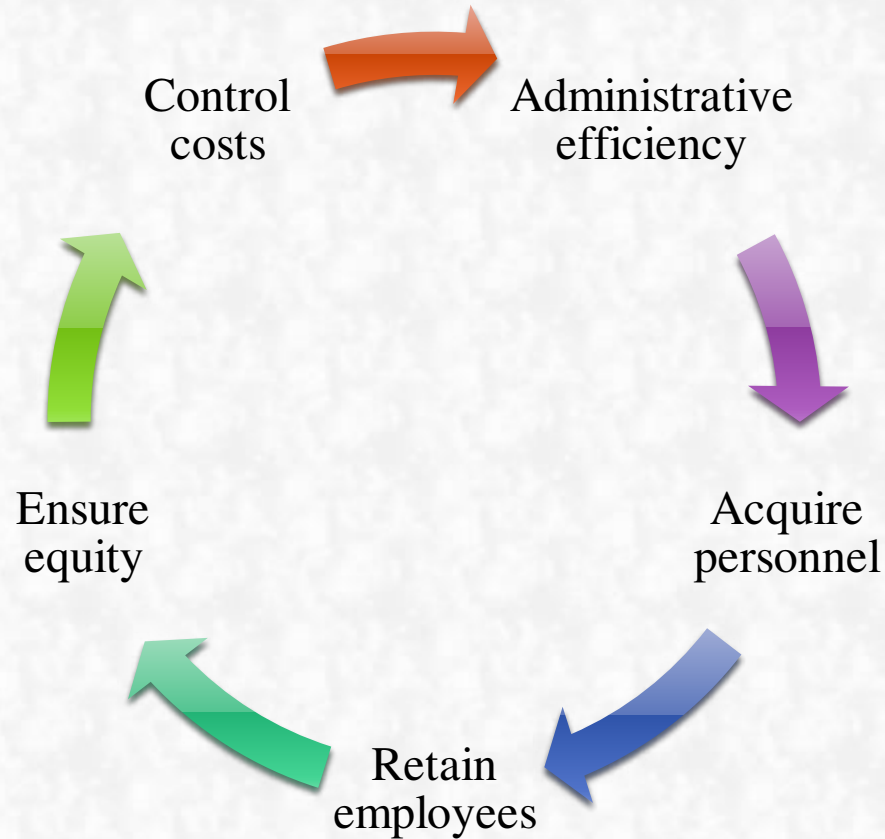


# MEANING :

- Compensation is the remuneration received by an employee in return his/her contribution to the organisation.
- It is an organisation practice that involves balancing the work –employee relation by providing monetary and non-monetary benefits to employees.



# OBJECTIVES OF COMPENSATION :





# COMPENSATION SYSTEM :

## Indirect

1. Protection programs
  - Medical Insurance
  - Life Insurance
  - Disability income
  - Pension
  - Social security
2. Pay for time not worked
  - Vacations
  - Holidays
  - Sick leave
  - Jury duty.

## Direct

1. Base pay
  - Salary
  - Wage
2. Merit pay
3. Incentive pay
  - Bonus
  - Commission
  - Piece rate
  - Profit sharing
  - Stock option
  - Shift differential

### **Indirect**

#### **3. Services and Perquisites**

- Recreational
- Car
- Low-cost or free meals

### **Direct**

#### **4. Deferred Pay**

- Savings plan
- Stock purchase
- Annuity



# EXAMPLE OF DIFFERENT COMPENSATION AND BENEFITS PLAN

- ◉ Google
- ◉ Wipro



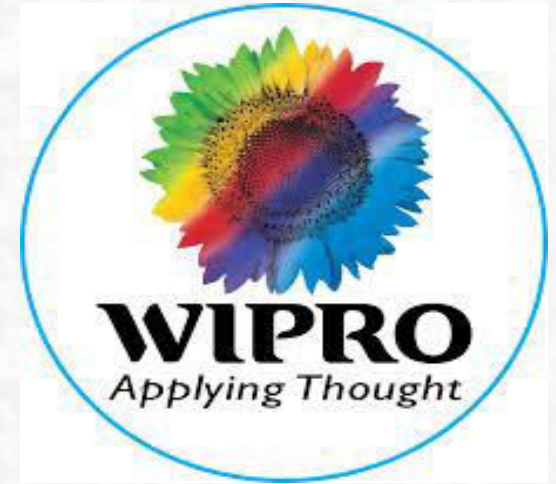
**WIPRO**  
*Applying Thought*

# GOOGLE :

- ◉ Health care, plus on site physical and dental care.
- ◉ Adoption assistance.
- ◉ Fuel efficiency vehicle incentive program.
- ◉ Employee discounts.
- ◉ Onsite dry cleaning.



## WIPRO :



- ◉ Medical assistance plan and medical claim benefits.
- ◉ Group life insurance program and Employee Deposit Linked Insurance (EDLI) program.
- ◉ Eco eye.



# EMPLOYEE RELATIONS :

- 1 • Meaning
- 2 • Advantages
- 3 • Components
-

# MEANING :

‘Employee relation’ refers to the interrelationships, both formal and informal, between the regulation of the relationship principally by means of collective bargaining, managers and those whom they manage.



# ADVANTAGES OF EMPLOYEE RELATIONS :

- Raising the skills of their employees.
- Providing high quality services and products.
- Giving excellent customer service.

# COMPONENTS OF EMPLOYEE RELATIONS

1.Players

2.Mechanism

3.External Environment

4.Bargaining power



Thank  
You