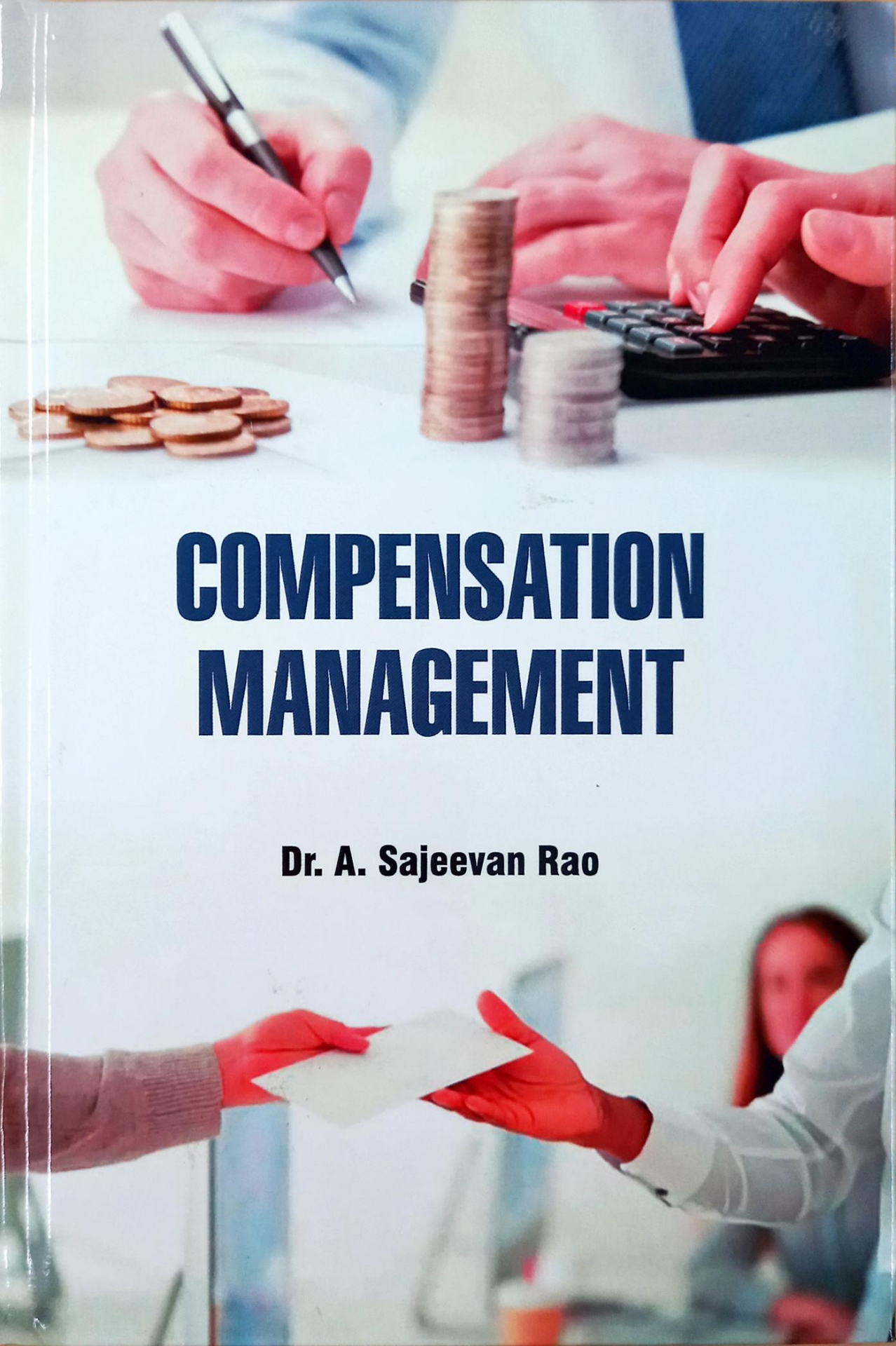




COMPENSATION MANAGEMENT

Dr. A. Sajeevan Rao

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RANDOM PUBLICATIONS LLP
NEW DELHI (INDIA)

Compensation Management

edited by Dr. A. Sajeewan Rao

This edition published by Random Publications,
Gali Murari Lal, Ansari Road Daryaganj,
New Delhi-110002 (India)

ISBN 978-93-93884-07-7

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Published in 2022 in India by

RANDOM PUBLICATIONS LLP

4376-A/4B, Gali Murari Lal, Ansari Road
New Delhi-110002

Phone : +9111-43580356, 011-23289044, 011-43142548

e-mail: sales@randompublications.com,

info@randompublications.com, randomexports@gmail.com

Type Setting by : Friends Media, Delhi-110089

Digitally Printed at: Replika Press Pvt. Ltd.

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COMPENSATION MANAGEMENT

Compensation management is the process of managing, analyzing, and determining the salary, incentives, and benefits each employee receives. Compensation managers aim to attract, retain, and engage employees by offering broad and competitive compensation plans within the company budget. A good onboarding process is reminiscent of boarding a plane. At the beginning of an adventure, you're greeted by someone who's happy to have you. They help you find your seat and get acclimated so the flight will be comfortable and you'll get to your destination safely. Though remote onboarding takes place virtually, the process is inherently the same as face-to-face onboarding. Compensation Management as it is known today has been a very important source of attracting, retaining and motivating the required human resource for any organization. Although most employees specially at middle and senior levels claim that money does not play a very important role in their decision to change or to stay in an organization but in reality it is the money which motivate most of the employees. The employees need to be compensated for the services which they render to an organization. It is not easy to workout suitable compensation package for the employees and keeps them satisfied. The experience is that the employees mostly remain dissatisfied with whatever wage or salary they are paid by the employers. The compensation helps in motivating employees and ensuring that they are committed to achieving the company goals. The level of compensation offered is dependent on a number of factors, including salaries paid by similar companies for similar roles, the employee's skill set and productivity and projected financial strength of the company.

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Dr. A. Sajeevan Rao presently the Director of United College of Education affiliated to GGSIP University offering BBA BCA BAJMC BALLB AND BBA LLB. He has over 25 years of experience across academia and the corporate sector, authored several books and research papers as well as conducted faculty development programmes. Administrative positions held include, Director of the Institute, Dean Academics, Programme Director, Head FDP and Research Cell, Chairman of IQAC, Head of The department and Head Area Chair. He has capabilities to develop program for the courses like PGDM-Business Analytics. He has an ability to run PGDM autonomous program with full efficiency. He is a trainer for Digital marketing by Google, SPSS Amos eviws and python. He has also successfully guided several M.Phil and Ph.D scholars (10 scholars have been awarded Ph.D).



RANDOM PUBLICATIONS LLP

PUBLISHERS • DISTRIBUTORS

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New Delhi-110002, Ph: +91-11-43142548/43580356/23289044
Email: randomexports@gmail.com,
sales@randompublications.com,
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ISBN 978-93-93884-07-7



Size: Royal
Pgs.: 300 (Appx.)