

AT CROSSROADS IN YOUR CAREER?

## TRANSFORM YOUR CAREER WITH IBA ADVANTAGE

South Asia's Premier Business School

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# Human Resource Management

**CODE: HRM 539**

## COMPENSATION & BENEFITS

### COURSE DESCRIPTION:

This course covers accounting and finance essentials for HR Professionals. It also helps them acquire essential finance related functions such as compensation and benefits. This course is designed to encompass financial accounting, management accounting and finance from HR Perspective.

### LEARNING OUTCOMES:

Upon successful completion of this subject, students should be able:

- To understand and apply the mechanics and dynamics of employees' compensation and benefits
- To discuss and apply basic accounting ideas that underlie and limit the usefulness of accounting information;
- To explain and analyze the nature, and measurement, of assets, equities, revenues, expenses and income;
- To discuss and critique the concepts behind the decision making processes associated with the efficient allocation of business resources;
- To explain and implement financial analysis and management accounting procedures.

## COURSE CONTENTS:

The subject will cover the following topics:

- an introduction to financial accounting;
- the nature and objectives of financial accounting;
- analysis and interpretation of accounting reports;
- cost of capital;
- managing working capital and cash;
- introduction to management accounting;
- computer software in business environments;
- cost-volume-profit (CVP) analysis;
- relevant costs and special decisions;
- budgeting & capital budgeting;
- Analysis of financial statements; component percentages; financial ratios.
- How make compensation and benefit packages for the employees
- Understand and calculate variable salary, Employee benefit package, base pay administration, etc.

## ELIGIBILITY:

- 16 Years education with three year's post qualification work experience
- 14 years education with six year's post qualification work experience
- In any subject from HEC recognized university

## SCHEDULE:

Total 12 classes (3 hour each week)  
on weekends from 29th August  
2015 to 20th December 2015

## FEES:

PKR 40,000/participant

Includes Mid-Terms & Final Exams, 3 Credits & IBA Certificate  
(Does not include Course Material)

## FOR REGISTRATIONS:

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