

Code: 0413-4102

Compensation Management

BBA

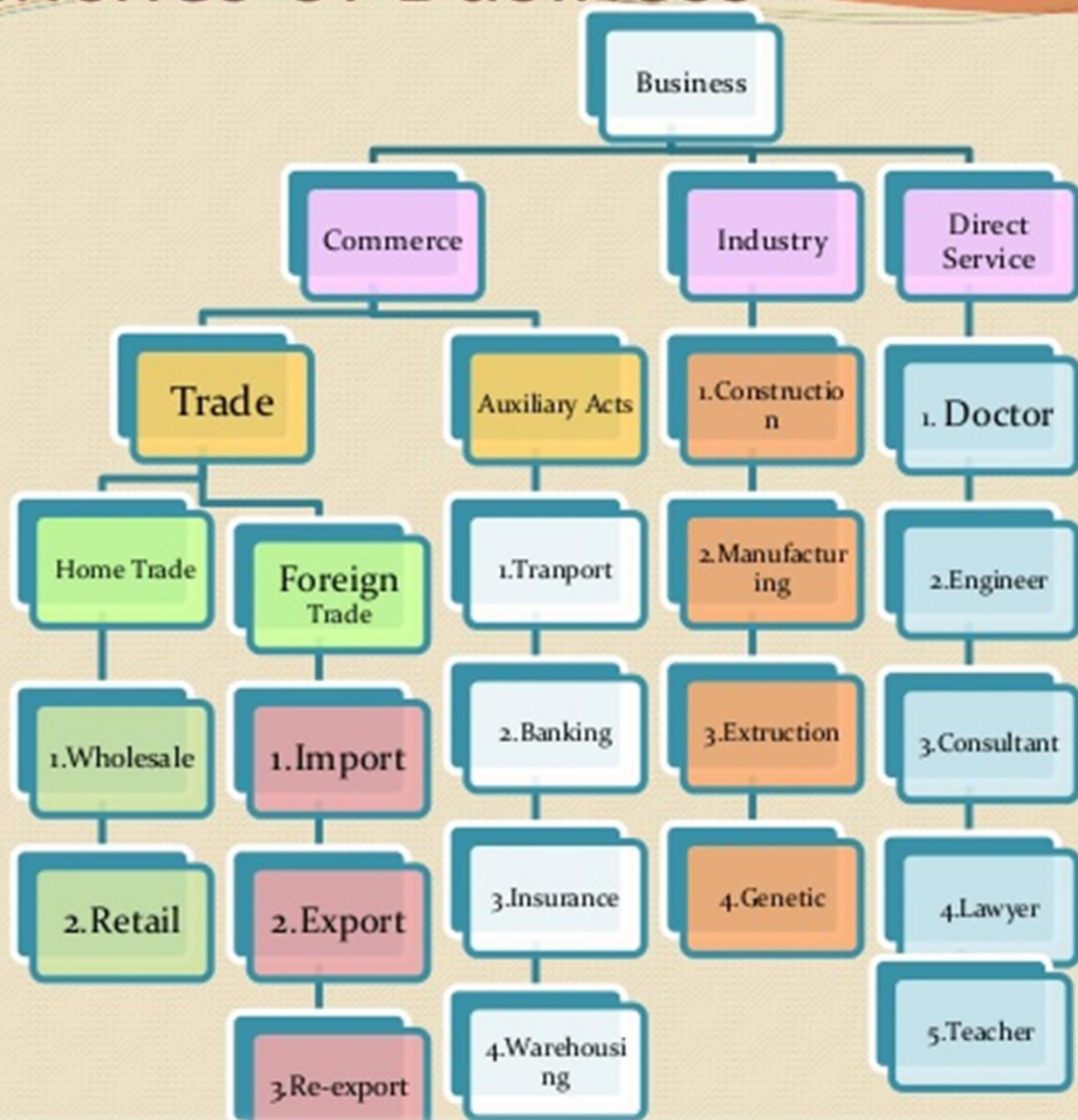
Bachelor of Business Administration

BUSINESS

Business is the process of exchanging goods and services for the earning profit.

Business is an economic activity, which is related with continuous and regular production and distribution of goods and services for satisfying human wants.

Branches of Business



Administration

Administration



**Administrator
design the work**

Manager



**Manager achieve
the work**

BBA

Bachelor of Business Administration

HRM

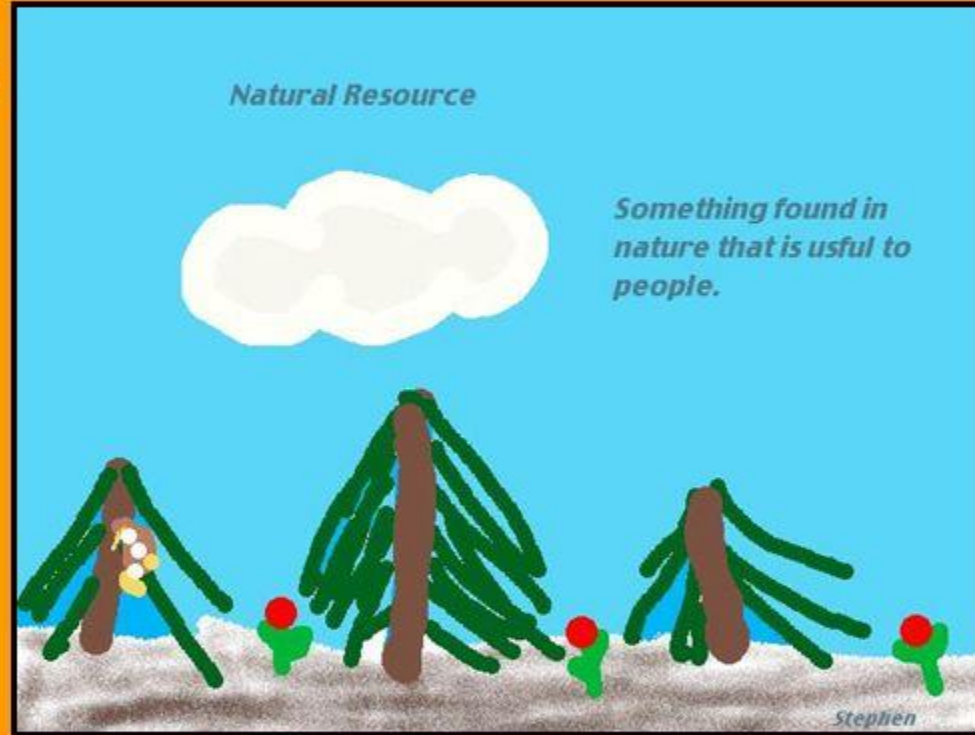
Human Resource Management

- There are three types of resources.
 - Natural Resources
 - Human Resources
 - Capital Resources



Natural Resources

- Resources occurring in nature that can be used to create wealth. Examples include oil, coal, water, and land.
- Two types of Natural resources are:
 - Renewable
 - Non-Renewable



Natural Resources

- Natural Resources are things found on earth or in nature. People do not make natural resources. People use natural resources to make things. Sometimes natural resources are called “raw materials”.
- Examples:
 - Land, rocks, water, coal, iron, oil, plants, animals, and sunlight.



- Capital Resources are made by people and used by people to make other things. They are used over and over without being used up.
- Examples:
 - Machines, tractors, tools, equipment, factory buildings, computers, cash registers.



- Human Resources are the people who work or do labor. People who work may make things or they may help people. A machine is not a human resource.
- Examples:
 - Teacher, clerks, cowboys, carpenters, doctors, truck drivers.



Human Resource Management

মানব সম্পদ ব্যবস্থাপনা

মানুষকে প্রয়োজন ও পরিবেশ
উপযোগী হওয়ার প্রয়োজনীয় শিক্ষা ও
প্রশিক্ষণের মাধ্যমে কার্যকর এবং দক্ষ
উৎপাদক করে গড়ে তোলার
প্রক্রিয়াকে মানব সম্পদ ব্যবস্থাপনা
বলে।

Human Resource

Human	Resource
People	Knowledge Intelligence Skills Experience Communication Commitment Ability Capability Expertise Tactics Inspiration

Human Resource Management

Human

Resource

Knowledge, Intelligence, Skills, Experience, Communication, Commitment, Ability, Capability, Expertise, Tactics, Inspiration

People

MANAGEMENT

Management is the process of designing and maintaining an environment under which a people or a group of people work(s) together effectively and efficiently for the purpose of achieving a desire goal(s).

Innovating, Creating and Changing/Transforming

Raw Materials

Product

**"Will Ensure the Organization to Achieve success & Competitive Advantages"-
-The Main Purpose of Human Resource Management**





CAPITALISM







Select



Train



Human
Resources

Motivate



Keep





Human Resource Philosophy

People can not be best at everything same thing happens with the organization. A single organization cannot be good at everything. Like other type of resources in front us i.e. natural resources, infrastructure resources, information resources, with their extreme uses of these kind of resources it will become depleted . Human Resources is that kind of resources even you are using extreme it will become more productive, sharper, competent and skilled.

Philosophy



Human Resource Management

HR Philosophies

Human Capital Management

HR Strategies, Policies, Processes, Practices and Programmes

Corporate Social Responsibility

Organization

Design

Development

Job/Role Design

Resourcing

Workforce Planning

Recruitment & Selection

Talent Management

Health & Safety

Employee Well-being

HR Services

Learning & Development

Organizational Learning

Individual Learning

Management Development

Performance Management

Compensation Management

Reward Management

Job Evaluation

Grade & Pay Structure

Contingent Pay

Employee Benefits

Employee Relations

Industrial Relations

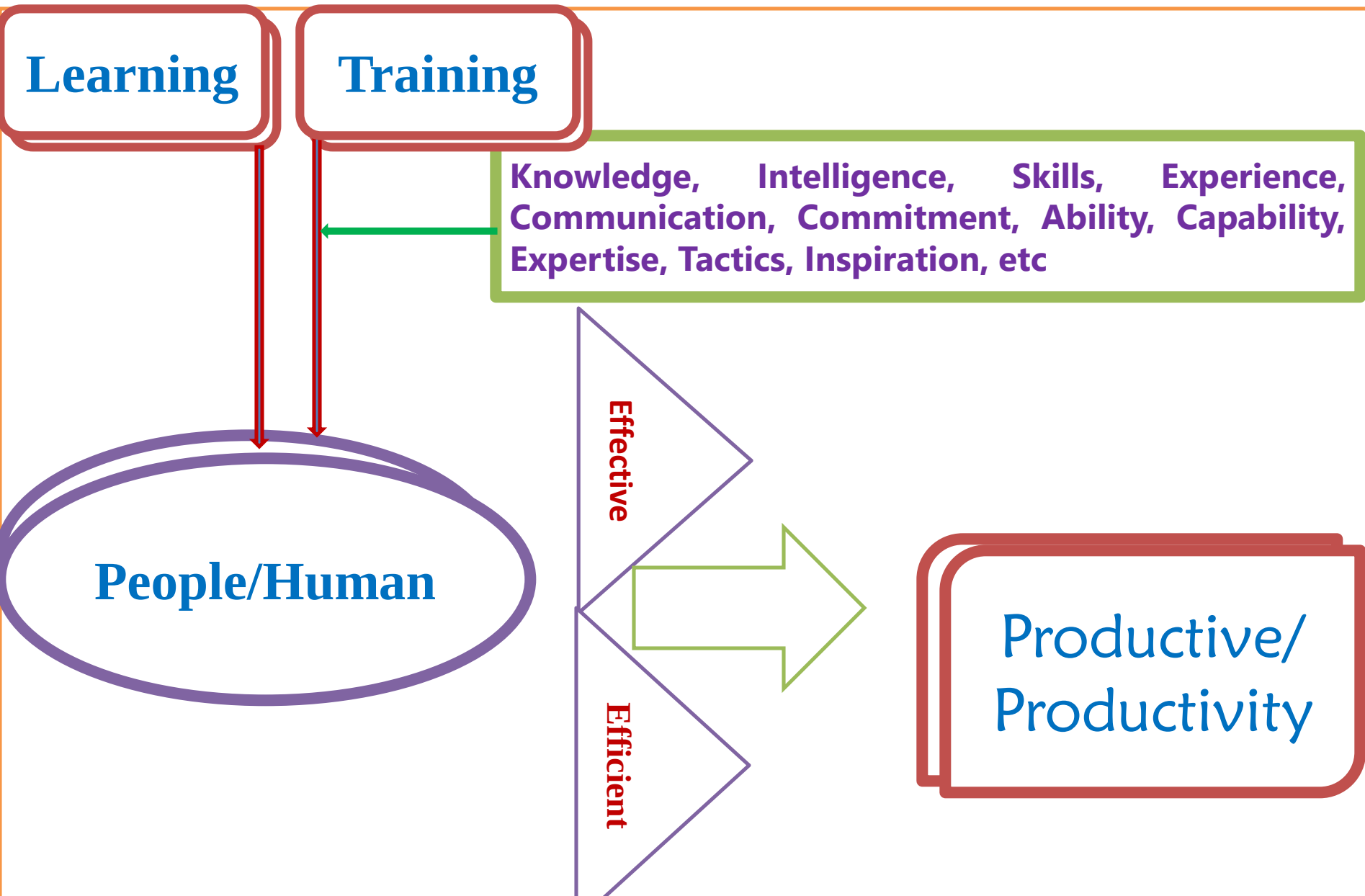
Employee Voice

Communication

Human Resource Management

HRM is the process of designing and maintaining human resources effectively and efficiently for the purpose of achieving a desire goal(s).

Human Resource Management



Compensation Management