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The case discusses the

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compensation management practices at Tata Consultancy Services Ltd. (TCS), one of the leading Indian IT companies. TCS' compensation management system was based on the EVA model. With the implementation of Economic Value Added (EVA)-based compensation, the salary of employees comprised of two parts - fixed and variable.

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Some issues in

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in aligning
compensation with
business strategy, regu-
latory issues,
socioeconomic factors,
disclosure and
transparency rules,
communication plans,
labor and market pay
trends, and even
community concerns.
Additionally, the
credibility and effective
administra-tion of an

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executive
compensation plan is
supported

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This aspect is
important as studies
have shown that a
majority of the
employees who quit
companies give
inadequate or skewed
compensation as the
reason for their exit.

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Hence, compensation management is something that companies must take seriously if they are to achieve a competitive advantage in the market for talent.

Compensation Management - Management Study Guide

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heart beat of human resource management. It is also vital to both employees and the employer. This is because employees typically depend on wages and salaries, and must be equivalent to the work done.

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management attitude and concern for them. Traditionally, pay scales in companies reflected the importance of the work and the responsibility level.

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The case discusses the compensation management practices at Tata Consultancy

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Compensation Management at Tata

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that wish to keep their
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