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Introduction to the Teaching & Learning Section

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Teaching & Learning

Introduction to the Teaching & Learning Section

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Co-Editor

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In this issue, we are publishing an article by Rajiv Kumar and Jacob D Vakkayil, both of the Indian Institute of Management Calcutta. The title is “Some Issues In Compensation Management: Two Case Studies For Teaching” and, in the words of one of our Teaching and Learning reviewers, this is an “exceptionally lucid article offering an innovative approach to the use of case studies.” Two short cases are presented designed to examine some key concepts of compensation management. In addition, in keeping with the Teaching & Learning Section tradition of publishing the Teaching Notes along with the case since *OMJ* is published behind a password, there is a clear and useful set of guidelines for instructors wishing to use these cases.

In their introduction, the authors point out that the rapid growth of the Indian economy in recent years has led to a dramatic increase in demand for talented employees. This also must then include an equally dramatic increase in decisions regarding executive compensation in these expanding firms. Business students need to be able to consider issues of equity, markets, and return on investment in understanding how these compensation decisions will be made. These interesting case studies provide that opportunity. In addition, for readers in North America and Europe, there is also a particularly interesting section called: “Background Information about Students in Indian Business Schools.” This puts the case studies in context and provides background information about social, economic, and cultural aspects of India, which may be relevant while using these cases with students from other countries and cultures. This contextual enhancement makes this an excellent learning design in terms of both executive compensation and cultural differences in management.

I learned a great deal from this article – it provoked some re-thinking about my course content. I think other Teaching & Learning readers will find this article useful and stimulating in terms of globalizing our teaching.