



Gujarat Technological University

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GTU School of Management Studies

Report on “Expert Session on International Compensation Management”

1. Title of Event: International Compensation Management

2. Type of Event: Expert Session

3. Date: 21st October, 2024

Time: 9:00 AM to 11:00 AM

Venue: Room No. 10

4. Description of the Event:

The Expert Session on International Compensation Management was organized for MBA (IB) Semester 3 HR specialization students under International Human Resource Management course. This session aimed to provide in-depth knowledge on international compensation management, a crucial topic in global business operations. The expert discussed various aspects, including the need for confidence, communication, cohesiveness, and coordination in managing international compensation effectively.

The session also emphasized the importance of the 4 P's—Passion, Practice, Performance, and Perfection—in achieving success in this domain. The expert highlighted that these four elements are critical for mastering international compensation strategies and ensuring smooth operations across borders.

Key points covered included the distinction between global and local compensation. The expert explained how companies operating in different regions must tailor their compensation strategies to align with local laws, cultures, and expectations, while still maintaining consistency with the company's global policies.



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This session helped students gain valuable insights into international compensation management and its impact on global HR strategies, equipping them with the knowledge to navigate the complexities of compensating a global workforce.

5. Name of the Expert :

Mr. Hemang Desai, Chief Human Resources Officer at Ishan Technologies, Ahmedabad was invited as an expert. He has rich experience in the field of human resource management.

6. Number of Participants:

A total of 15 students of the 3rd semester MBA (IB) HR specialization attended the session.

7. Photograph of the Event:





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8. Flyer of the Event:



9. Feedback of the Event:

The expert session on International Compensation Management was highly insightful and well-received by the students. Mr. Hemang Desai's practical approach and real-world examples helped clarify the complexities of managing global compensation strategies. Students appreciated the emphasis on key skills like communication, coordination, and the 4 P's, which provided them with valuable guidance for their future careers in HR. Overall, the session was engaging and offered actionable takeaways, leaving students with a deeper understanding of international HR practices.



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10. Social Media Post:



Coordinator of the Event:

Dr. Neela Multani, Assistant Professor, GSMS

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