

Subject Code:1MS2020475

Subject Title: Performance Management

1. Course Objectives and Outline:

What makes some businesses more successful than others? The human resource is the key. Organizations with motivated, talented employees that offer outstanding customer service are more likely to pull ahead of the competition. The course of Performance Management offers a comprehensive approach necessary to meet the requirements of HR managers in the competitive era. The course emphasize on competitive advantage, showing managers that success in today's globalized business world can be found, not in technology and products, but in an organization's people.

2. Teaching Scheme (Hours per week)

Lecture (Hrs.)	Tutorial	Practical	Credit	Evaluation Scheme (Marks)		Total
				University Assessment	Internal Assessment	
4	-	-	4	60 Marks	40 Marks	100 Marks

3. Syllabus

Module No.	Contents	Total Hours	Weight
1	Strategic And General Considerations Performance Management and Reward Systems Performance Management Process Performance Management and Strategic Planning	12	25%
2	System Implementation Defining Performance, Measurement Approach Measuring Results and Behaviors Gathering Performance Information Implementing a Performance Management System	12	25%
3	Employee Development Performance Management and Employee Development Performance Management Skills	12	25%
4	Contemporary Issues Reward Systems and Legal Issues Managing Team Performance Case Studies	12	25%

4. Course Pedagogy

The pedagogy of the subject involves Lectures, Role Plays, Case Discussions, Real life Business Scenarios. Students will be given group tasks and assignments.

5. Suggested Readings

a. Books

- 1 Performance Management; by Herman Aguinis; Pearson
- 2 Performance Management; by A S Kohli; Oxford press
- 3 Performance Management; Harvard Business School Publishing
- 4 Appraising Job Performance; by Patrick Forsyth; Jaico Publishing

b. Journals/Magazines

- Journal of Strategic Human Resource Management; Publishing India Group
- Harvard Business Review, Harvard publishing

6. Evaluation Scheme

Sr. No.	Component	Weight
1	University Examination	60%
2	Internal Assessment -Depending on the need and objectives of the subject, internal assessment should include minimum three of the following sub-components; <i>Class Test, Quiz, Assignments, Case Presentation, Class Participation, Projects, Team/Individual Assignments.</i> -The weightage of a sub-component should not exceed 50% of internal assessment component weight. - The bifurcation of sub-components shall be communicated by the instructor before commencement of the academic sessions.	40%