Faculty of Management Studies

Master of Business Administration(Integrated) (Sem-VIII)

In Effect from Academic Year 2023-24

Branch Name:	MANAGEMENT (Human Resource Management)
Program Code:	MS301
Course Name:	Performance Management
Course Code:	2MS3010875T
Pre-requisite Course:	Basics of Human resource management

Course Objectives:

1) To create an understanding of the key concepts of performance management and
2) Contemporary methods for administering compensation and rewards in practices.
3) To devise "SMART" annual performance objectives
4) To articulate the benefits of using a performance development plan and the consequences of not having one in place.
5) To distinguish the elements of an effective, integrated performance development system.
6) To familiarize the students with the concept of competency mapping and understanding its role in career development.
7) To familiarize students with various aspects of compensation system in India and make them

Teaching and Examination Scheme:

Teaching Scheme (Hours per week)				Evaluation Scheme (Marks)				
				Theory (Marks)		Practical (Marks)		
Lecture (L)	Tutorial (T)	Practical (P)	Credit	University Assessment	Continuous Assessment	University Assessment	Continuous Assessment	Total (Marks)
4	-	-	4	60	40	-	-	100

Subject Contents:

Sr. No.	Topic	Total Hours	Weightage (%)
1	o Strategic And General Considerations o Performance Management and Reward Systems o Performance Management Process o Performance Management and Strategic Planning	10	20%
2	o System Implementation o Defining Performance, Measurement Approach o Measuring Results and Behaviours o Gathering Performance Information o Implementing a Performance Management System	10	20%
3	o Employee Development o Performance Management and Employee Development o Performance Management Skills	10	20%
4	o Contemporary Issues o Reward Systems and Legal Issues o Managing Team Performance o Case Studies	08	20%
5	**Implementing Performance Management System** o Operationalizing change through Performance Management Process, Factors affecting Implementation, Pitfalls of Implementation, Experiences in Performance Management: Traditional practices in the Industry, Recent approaches in practice, o Case studies of Performance Management Systems in selective organization.	10	20%

Text Books:

Sr. No.	Books
1	Performance Management; by Herman Aguinis; Pearson
2	Performance Management; by A S Kohli; Oxford press
3	Performance Management; Harvard Business School Publishing

Reference Books:

Sr. No.	Books
1	Appraising Job Performance; by Patrick Forsyth; Jaico Publishing
2	Performance Management; by A. S. Kohli, T. Deb Oxford Higher Education Year 2008/ Latest edition
3	Performance Managemen (Text & cases) by R. K. Balyan, Vikramender Singh Balyan, Suman Balyan, Himalaya Publishing House Year 2017 / 1st Edition
4	Performance ManagementIt's about performing not just appraising by Prem Chadha Laxmi Publication Latest edition

List of Open Source Software/learning website:

1. www.swayam.com
2. Human Resource Development Quarterly
3. International Journal of Human Resource Development and Management

LAB/Practical

1. Students should be taken to Industrial Visit to understand designing industry-specific competencies and its implications on Performance Mgt. (Eg. BPOs/ IT-ERP Companies/ Retail Companies/ Hospitals/ NGOs/ Educational Institutions etc).

Course Learning Outcomes (CLO): On completion of this course, the students will be able to:

CLO	Description	Bloom's Taxonomy Level
CLO1	To understand Performance Management and Performance Appraisal System	Understand
CLO2	Competency to understand the importance of Performance Management	Understand
CLO3	about the Compensation and Reward Systems	Understand
CLO4	Competency to implement the effective reward systems in the organization	Evaluate
CLO5	Ability to explain the relevance of competency mapping and understanding its linkage with career development	Apply
CLO6	Developing Performance Management Skills	Create

Mapping of CLOs with Pos & PSOs

Course Learning Outcomes	Program Outcomes (POs)								Program Specific Outcomes(PSOs)	
	PO1	PO2	PO3	PO4	PO5	PO6	PO7	PO8	PSO1	PSO2
CLO1	H		M	H		L				M
CLO2	H						L	L		M
CLO3	H								M	
CLO4	H	M		L						
CLO5	H					M				M
CLO6				H						

H: High, M: Medium, L: Low

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