

**MBA 423: PERFORMANCE MANAGEMENT AND COMPENSATION
MANAGEMENT**

Teaching Scheme	Examination Scheme
Lectures: 4 hrs./Week Tutorials: 1 hrs./Week Credits: 4	Class Test -12Marks Teachers Assessment - 6Marks Attendance – 12 Marks End Semester Exam – 70 marks

Course Objectives:

- To understanding of the role of performance management in supporting the strategic objectives of the organisation
- To examine and design of performance management systems that aim to transform organisational performance outcomes
- To identifies the knowledge and skills needed for effective performance review processes that are fair, ethical and improve people performance in modern organisations.
- It will equip learners with the necessary skills and a critical understanding of the performance review process

Hours: 40


Unit I (10 Hours): Introduction to Performance Management: Meaning, need, features, Performance Benchmarking. Component of performance management, performance management Vs performance appraisal, Competence and Competency Analysis, Job Competency Assessment, Measuring performance: Balance Scorecard, Economic Value Added, Performance Review, Performance management documentation, Evaluating Performance Management System, Implementing Performance Management System.

Unit II (10 Hours): Introduction to Appraisal System: Concept, Features, Objectives, Importance and Barrier. Appraisal System, Methods of Appraisal: Designing of various traditional methods performance appraisal form.

Unit III (10 Hours): Compensation: Meaning and component of compensation, Base and Supplementary Compensation. Compensation Management: Meaning, Objectives, Principles, Basic elements of a compensation management. Compensation Policies: Types of compensation policies, General compensation policy, Pay Structure policy. Components of Compensation: CTC and CIH (Cash in Hand), Study of hypothetical compensation structure. Base Wage, Time Wage System, Piece wage system, DA and Fringe Benefit


Dean Academics
Faculty of Management
Invertis University, Bareilly (UP)


Registrar
Invertis University
Bareilly


Head
Department of Management Studies
Faculty of Management
Invertis University

UNIT IV (10 Hours): Designing of hypothetical Offer Letter with compensation structure, Payroll Accounting System, Need of Payroll Accounting, Complexity of payroll accounting, Scope of payroll accounting. Contemporary issues in compensation management: Salary Increase, Attrition rates, Impact of high labour cost.

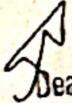
Suggested Readings:

1. Performance Management- Dixit Varsha, Vrinda Publication
2. Performance Management- Herman Aguinis, Pearson Education
3. Performance Management- Cardy Robert L., PHI
4. 360 degree feedback & Performance Management- TV Rao, Excel Books
5. Performance Management System- Sahu R.K., Excel Books
6. Strategies for Performance Management- Srivastava K. Dinesh, Excel Books
7. Performance Management and Appraisal Systems- Rao, T.V., Sage Publication
8. Performance Management- Michael Armstrong & Barón Angela, Jaico Publishing

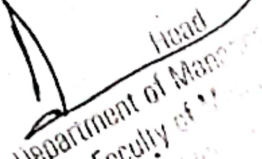
COURSE OUTCOMES : After completion of this course, the student will be able to

COURSE OUTCOMES DESCRIPTION	
CO1	<i>Ability to demonstrate the communication skills required when managing achievement and underachievement.</i>
CO2	<i>Systematically decide and communicate strategic performance aims, objectives, priorities and targets</i>
CO3	<i>Able to Plan effective performance management policies and practices to improve organisational and employee performance</i>
CO4	<i>Able to devise and sustain arguments for using appropriate performance management techniques, rewards and sanctions to improve performance</i>
CO5	<i>Able to Critically evaluate the effectiveness of performance management</i>
CO6	<i>Ability to identify and apply the knowledge of subject practically in real life situations</i>

Employable Skills	Measuring Tools
Ability to identify and apply the knowledge of subject practically in real life situations	Exercise Workshop Quiz Classroom Discussions


 Dean Academics
 Faculty of Management
 Invertis University, Bareilly (UP)


 Registrar
 Invertis University
 Bareilly


 Head
 Department of Management
 Faculty of Management
 Invertis University, Bareilly (UP)