

SWARNANDHRA COLLEGE OF ENGINEERING & TECHNOLOGY (AUTONOMOUS)

Accredited by National Board of Accreditation, AICTE, New Delhi, Accredited by NAAC with "A" Grade – 3.32 CGPA, Recognized under 2(f) & 12(B) of UGC Act 1956, Approved by AICTE, New Delhi, Permanent Affiliation to JNTUK, Kakinada Seetharampuram, W.G.DT., Narsapur-534280, (Andhra Pradesh)

DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION TEACHING PLAN

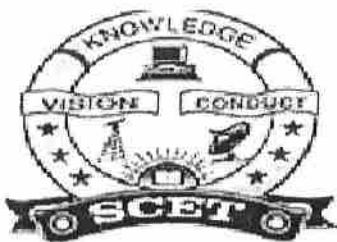
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Course Code	Course Title	Semester	Branches	Contact Periods /Week	Academic Year	Date of commencement of Semester
19MB3E14	Performance Evaluation and Compensation Management	III	MBA	5	2024-25	28/08/2024

COURSE OUTCOMES

1	Discuss various models of performance management and analyze performance management process and procedures (K2)
2	Understand the importance of performance dimensions, performance standards and performance goals in performance planning (K2)
3	Analyze the concepts of coaching, counseling and monitoring(K4)
4	Describe the basic compensation concepts and the context of compensation practices (K2).
5	Analyze, integrate, and apply the knowledge to solve compensation related problems in organizations(K4)

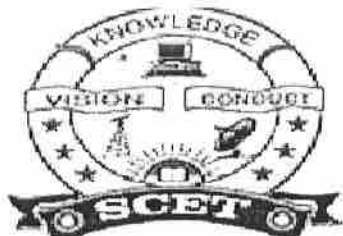
UNIT	Out Comes / Bloom's Level	Topics No.	Topics/Activity	Text Book / Reference	Cont act Hour	Delivery Method	
I	CO1: Discuss various models of performance management and analyze performance management process and procedures(K2)	Introduction					Chalk & Talk, PPT, Active Learning & Tutorial
		1.1	Introduction-Definition	T1,R1	2		
		1.2	Concerns of Performance Mgt	T1,R1	2		
		1.3	Scope of Performance Mgt	T1,R1	1		
		1.4	Historical Developments in PM	T1,R1	1		
		1.5	Overview of Performance Mgt	T1,R1	1		
		1.6	Process for managing Performance &Importance	T1,R1	1		
		1.7	Linkage of PM to other HR processes	T1,R1	1		
		1.8	Performance Audit& Process	T1,R1	1		
Total					10		
II	CO2: Understand the importance of performance dimensions , performance standards and	Performance Management Planning					Chalk & Talk, PPT Tutorial, Active
		2.1	Introduction, Need-Importance	T1,R2	2		
		2.2	Approaches & Planning process	T1,R2	1		
		2.3	Planning Individual Performance	T1,R2	1		
		2.4	Strategic Planning	T1,R2	1		
		2.5	Linkages to strategic planning	T1,R2	1		
		2.6	Barriers to Performance	T1,R2	1		



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	performance goals in performance planning(K2)		planning			Learning & Case Study	
		2.7	Competency Mapping	T1,R2	2		
		2.8	Steps-Methods	T1	1		
Total					10		
III	CO3: Analyze the concepts of coaching, counseling and monitoring(K4)	Management System					Chalk & Talk, PPT, Tutorial
		3.1	Objectives-Functions	T2,T3,R3	2		
		3.2	Phases of Performance Management System	T2,T3,R3	1		
		3.3	Competency, Reward and Electronic Performance Management System	T2,T3,R3	1		
		3.4	Performance Monitoring and Counseling	T2,T3,R3	1		
		3.5	Objectives and principles of Monitoring	T1	1		
		3.6	Monitoring process	T2	1		
		3.7	Periodic reviews-problem solvin	T2,T3,R3	1		
		3.8	Role efficiency	T1	1		
		3.9	Coaching concept	T1	1		
Total					10		
IV	CO4: Describe the basic compensation concepts and the context of compensation practices (K2).	Compensation					Chalk & Talk, PPT Tutorial, Active Learning & Case Study
		4.1	Concept and Definition	T2,T3,R3	2		
		4.2	Objectives and dimensions of compensation program	T1	1		
		4.3	Factors influencing compensation	T1	1		
		4.4	Role of compensation and reward in modern organizations	T2,T3,R3	1		
		4.5	Compensation as a retention strategy-aligning with business	T2,	1		
		4.6	Managing compensation	T2,	1		
		4.7	Designing a compensation sys	T2, T3,	1		
		4.8	Internal and external equity	T1	1		
		4.9	Compensation policy	T1	1		
4.10	New trends in compensation Management at national and international level	T1	1				
Total					12		
V	CO5: Analyze, integrate, and apply the knowledge to solve	Compensation Structure					Chalk & Talk,
		5.1	Compensation Structure-History and past practices	T2,T3,R3	2		
		5.2	Elements of Management compensation	T2,T3,R3	1		
		5.3	Types of compensation system	T2,T3,R3	1		



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compensation related problems in organizations(K 4)	5.4	Performance based and ay based structures	T2,T3,R3	1	PPT, Tutorial
	5.5	Designing pay structures	T2,T3,R3	1	
	5.6	Comparison in evaluation of different types of pay structures	T2,T3,R3	1	
	5.7	Significance of factors affecting	T2	1	
	5.8	Tax planning-Concept of tax planning	T2,T3,R3	1	
	5.9	Role of tax planning in compensation benefits	T2	1	
	5.10	Fixation of tax liability salary restructuring	T2,T3,R3	1	
Total				11	
Total				53	
Case Studies				7	
CUMULATIVE PROPOSED PERIODS				60	

Text Books:

S.No.	AUTHORS, BOOK TITLE, EDITION, PUBLISHER, YEAR OF PUBLICATION
T1	Prem Chadha: "Performance Management", Macmillan India, New Delhi, 2008
T2	Michael Armstrong & Angela Baron, "performance Management", The New Realities, Jaico Publishing House, New Delhi, 2010
T3	T.V.Rao, " Appraising and Developing Managerial performance", Excel Books, 2003

Reference Books:

S.No.	AUTHORS, BOOK TITLE, EDITION, PUBLISHER, YEAR OF PUBLICATION
R1	David Wade and Ronad Recardo, "Corporate Performance Management", Butter Heinemann, New Delhi, 2002
R2	A.M.Sarma " Performance Management System" Himalaya Publishing House, New Delhi, 2010

Web Details

1	https://hr.berkeley.edu/hr-network/central-guide-managing-hr/managing-hr/managing-successfully/performance-management/concepts
2	https://www.jungohr.ca/blog/what-is-compensation-management

	Name	Signature with Date
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iv. Programme Coordinator	Dr. G GRACE	

Principal