

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

Cours Code		Course Title		Semester	Branches	Conta Perio /Wee	ds Ac	idemic Year	Date of commencen ent of Semester
19MB3E14 Evaluation Competition		Performan Evaluation Compensa Managem	and tion	III	MBA	5	20	24-25	28/08/2024
COURS	E O U	TCOMES							
1		process and p	rocedure	s (K2)	ormance manage				
2		performance	goals in p	performance	f performance e planning (K2)			rmance	standards an
3		Analyze the c	concepts	of coaching	, counseling and	l monitori	ng(K4)		
4		Describe the	basic con	npensation	concepts and the	context of	of compensa	tion pract	tices (K2).
5		Analyze, into		nd apply t	he knowledge	to solve	compensation	on relate	d problems i
UNIT	1	out Comes /	Topics No.		Topics/Activity	7	Text Book / Reference	Cont act Hour	Delivery Method
				Introduc					
	CC	1: Discuss	1.1	Introduc	tion-Definition				
		71. Discuss			HOII-Delillition	A)	T1,R1	2	
	vai	rious models	1.2		s of Performanc	e Mgt	T1,R1 T1,R1	2 2	
	of	rious models performance	1.2	Concern			T1,R1 T1,R1		Chalk &
	of m	rious models performance anagement	1.3	Concern Scope of Historica	s of Performance Nal Developments	Mgt s in PM	T1,R1 T1,R1 T1,R1	2 1 1	Chalk & Talk, PPT,
I	of m	rious models performance anagement nd analyze	1.3 1.4 1.5	Concern Scope of Historica Overview	s of Performance Nerformance Nat Developments wof Performan	Mgt s in PM	T1,R1 T1,R1 T1,R1 T1,R1	2	
I	of j m a: pe	rious models performance anagement and analyze erformance	1.3	Concern Scope of Historica Overview Process	s of Performance National Developments w of Performance for managing	Mgt s in PM ce Mgt	T1,R1 T1,R1 T1,R1	2 1 1	Talk, PPT,
I	of m and per m	rious models performance anagement nd analyze erformance anagement	1.3 1.4 1.5 1.6	Concern Scope of Historica Overview Process	s of Performance Mal Developments w of Performance for managing ance & Importan	Mgt s in PM ce Mgt	T1,R1 T1,R1 T1,R1 T1,R1 T1,R1	2 1 1 1	Talk, PPT, Active
r	of max	rious models performance anagement nd analyze erformance anagement rocess and	1.3 1.4 1.5	Concern Scope of Historica Overview Process Performa Linkage	s of Performance Notes Performance Notes Performance Notes Performance Notes Performance & Important of PM to other I	Mgt s in PM ce Mgt	T1,R1 T1,R1 T1,R1 T1,R1	2 1 1 1	Talk, PPT, Active Learning
Ι	of max	rious models performance anagement nd analyze erformance anagement	1.3 1.4 1.5 1.6	Concern Scope of Historica Overviev Process of Performa Linkage processe	s of Performance Notes Performance Notes Performance Notes Performance Notes Performance Notes Performance Notes Postes Notes Performance Notes Performance Notes Performance Notes Performance Notes Performance Notes Notes Performance Notes Notes Performance Notes	Mgt s in PM ce Mgt ce	T1,R1 T1,R1 T1,R1 T1,R1 T1,R1 T1,R1	2 1 1 1 1	Talk, PPT, Active Learning
I	of max	rious models performance anagement nd analyze erformance anagement rocess and	1.3 1.4 1.5 1.6	Concern Scope of Historica Overviev Process of Performa Linkage processe	s of Performance Notes Performance Notes Performance Notes Performance Notes Performance & Important of PM to other I	Mgt s in PM ce Mgt ce	T1,R1 T1,R1 T1,R1 T1,R1 T1,R1 T1,R1	2 1 1 1 1 1	Talk, PPT, Active Learning
Ι	of max	rious models performance anagement and analyze erformance anagement rocess and cedures(K2)	1.3 1.4 1.5 1.6 1.7	Concern Scope of Historica Overviev Process of Performa Linkage processe Performa	s of Performance Mal Developments w of Performan for managing ance & Importan of PM to other Is ance Audit& Pr	Mgt s in PM ce Mgt ce HR	T1,R1	2 1 1 1 1 1	Talk, PPT, Active Learning
I	of max pe m p pro	rious models performance anagement and analyze erformance anagement rocess and cedures(K2)	1.3 1.4 1.5 1.6 1.7	Concern Scope of Historica Overviev Process Performa Linkage processe Performa	s of Performance New of Performance New of Performance of Performance & Important of PM to other less ance Audit& Proce Management	Mgt s in PM ce Mgt ce HR ocess	T1,R1	2 1 1 1 1 1	Talk, PPT, Active Learning & Tutorial
I	of man and property of the pro	rious models performance anagement and analyze erformance anagement rocess and cedures(K2) CO2: derstand the	1.3 1.4 1.5 1.6 1.7	Concern Scope of Historica Overviev Process Performa Linkage processe Performa Introduct	s of Performance New of Performance New of Performance of Performance & Important of PM to other less ance Audit& Proce Managemention, Need-Important of Nee	Mgt s in PM ce Mgt ce HR ocess nt Planni ortance	T1,R1	2 1 1 1 1 1 1 1 10	Talk, PPT, Active Learning & Tutorial Chalk &
I	of max per m pro	rious models performance anagement and analyze erformance anagement rocess and cedures(K2)	1.3 1.4 1.5 1.6 1.7 1.8	Concern Scope of Historica Overview Process of Performa Linkage processe Performa Introduct Approact	s of Performance Mal Developments w of Performan for managing ance & Importan of PM to other Is ance Audit& Proce Managemention, Need-Important of PM to Managemention, Need-Important of PM to Managemention, Need-Important of PM anagemention, Need-Important of PM anagementical of PM anagementation of PM	Mgt s in PM ce Mgt ce HR ocess nt Planni ortance process	T1,R1 T1,R1 T1,R1 T1,R1 T1,R1 T1,R1 T1,R1 T1,R1 Total	2 1 1 1 1 1 1 10	Talk, PPT, Active Learning & Tutorial Chalk & Talk,
	of max po m pro	rious models performance anagement and analyze erformance anagement rocess and cedures(K2) CO2: derstand the portance of	1.3 1.4 1.5 1.6 1.7 1.8	Concern Scope of Historica Overviev Process Performa Linkage processe Performa Introduct Approact	s of Performance New of Performance New of Performance of Performance & Important of PM to other less ance Audit& Proce Managemention, Need-Important of Nee	Mgt s in PM ce Mgt ce HR ocess nt Planni ortance process	T1,R1	2 1 1 1 1 1 1 10	Talk, PPT, Active Learning & Tutorial Chalk & Talk, PPT
	of max per m pro	rious models performance anagement and analyze erformance anagement rocess and cedures(K2) CO2: derstand the portance of orformance	1.3 1.4 1.5 1.6 1.7 1.8	Concern Scope of Historica Overviev Process of Performa Linkage processe Performa Introduct Approact Planning Strategic	s of Performance New of Performance New of Performance of Performance & Important of PM to other less ance Audit& Proce Managemention, Need-Important of PM to other less ance Audit& Proce Managemention, Need-Important Need-Importan	Mgt s in PM ce Mgt ce HR ocess nt Planni ortance process ormance	T1,R1 T1,R2 T1,R2 T1,R2 T1,R2	2 1 1 1 1 1 1 10	Talk, PPT, Active Learning & Tutorial Chalk & Talk,



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)

р	erformance		planning			Learning &
	goals in performance planning(K2)	2.7	Competency Mapping	T1,R2	2	Case Stud
		2.8	Steps-Methods	T1	1	
				Total	10	
			Management System	*		Y
J.		3.1	Objectives-Functions	T2,T3,R3	2	Chalk & Talk, PPT, Tutorial
		3.2	Phases of Performance	T2,T3,R3	1	
			Management System			
	3: Analyze	3.3	Competency, Reward and Electronic Performance Management System	T2,T3,R3	1	
III	the concepts of coaching,	3.4	Performance Monitoring and Counseling	T2,T3,R3	1	
	unseling and nitoring(K4)	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				
			Compensation			
	CO4: Describe the basic	4.1	Concept and Definition	T2,T3,R3	2	
		4.2	Objectives and dimensions of	T1	1	
			compensation program		1	
CO		4.3	Factors influencing	T1	1	
the			compensation			Chalk &
com	pensation	4.4	Role of compensation and	T2,T3,R3	1	Talk,
I W	concepts and the context of compensation practices (K2).		reward in modern organizations		-	PPT
cont		4.5	Compensation as a retention	T2,	1	Tutorial,
		1.6	strategy-aligning with business	TO		Active
prac		4.6	Managing compensation	T2,	1	Learning &
		4.7	Designing a compensation sys Internal and external equity	T2,T3,	1	Case Study
		4.8	Compensation policy	T1	1	
		4.7	New trends in compensation	11	1	
		4.10	Management at national and international level	Т1	1	
11)			ja.	Total	12	Y
	CO5:		Compensation Structure			
	Analyze,	5.1	Compensation Structure-	T2,T3,R3	2	
N/	egrate, and		History and past practices	та та па		
a	pply the	5.2	Elements of Management	T2,T3,R3	1	Talle
kno	wledge to	5.2	compensation	T2 T2 D2	1	
	solve	5.3	Types of compensation system	T2,T3,R3	1	,



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)

	compensation	5.4	Performance based and ay	T2,T3,R3	1	PPT,	
	related problems	5.5	Designing pay structures	T2,T3,R3	1	_ Tutorial	
	organizations(K	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 Boo							
		BOOK TITLE, EDITION, PUBLISHER, YEAR OF PUBLICATION					
T1	Prem Chadha: "Performance N		ce Management", Macmillan India, New Delhi, 2008				
Publishing Ho		strong & Angela Baron, "performance Management", The New Realities, Jaico ouse, New Delhi, 2010					
		praising and Developing Managerial performance", Excel Books, 2003					
Reference	e Books:						
S.No.	AUTHORS, I	воок т	ITLE, EDITION, PUBLISHER, Y	EAR OF PU	BLICA	ATION	
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				e, New Delhi,		
Web Deta	ails						
1			hr-network/central-guide-managing-l ce-management/concepts	nr/managing-h	r/mana	ging-	
2		https://www.jungohr.ca/blog/what-is-compensation-management					

		Name	Signature with Date
į,	Faculty	Dr.Manikya Rao.M	- Clarker
ii.	Course Coordinator	Dr.Manikya Rao.M	Collegini
iii.	Module Coordinator	Dr. O V A M SRI DEVI	eora
iv.	Programme Coordinator	Dr. G GRACE	Gu.

Axat.
Principal