

SWARNANDHRA

COLLEGE OF ENGINEERING & TECHNOLOGY

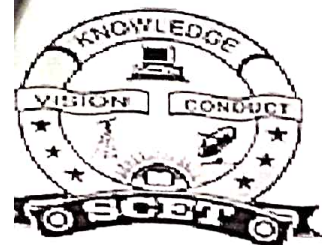
(AUTONOMOUS)

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DEPARTMENT OF MASTER OF BUSINESS ADMINISTRATION

TEACHING PLAN

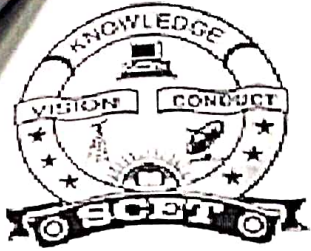
| Course Code | Course Title | Semester | Branches | Contact Periods /Week | Academic Year | Date of commencement of Semester | |
|------------------------|---|---------------------|---|-----------------------|---------------|----------------------------------|---|
| 19MB3E14 | Performance Evaluation and Compensation Management | III | MBA | 5 | 2021-22 | 17/11/2021 | |
| 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 | 1 | | |
| | | 1.2 | Concerns of Performance Management | T1,R1 | 1 | | |
| | | 1.3 | Scope of Performance Management | T1,R1 | 1 | | |
| | | 1.4 | Historical Developments in Performance Management | T1,R1 | 1 | | |
| | | 1.5 | Overview of Performance Management | T1,R1 | 1 | | |
| | | 1.6 | Process for managing Performance | T1,R1 | 1 | | |
| | | 1.7 | Importance | T1,R1 | 1 | | |
| | | 1.8 | Linkage of PM to other HR processes | T1,R1 | 1 | | |
| | | 1.9 | Performance Audit | T1,R1 | 1 | | |



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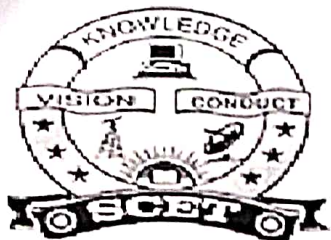
| | | | | | | | |
|------------|---|--|---|----------|--------------|-----------|---|
| | | 1.10 | Process | T1 | 1 | | |
| | | | | | Total | 10 | |
| II | CO2: Understand the importance of performance dimensions, performance standards and performance goals in performance planning(K2) | Performance Management Planning | | | | | Chalk & Talk. PPT Tutorial, Active Learning & Case Study |
| | | 2.1 | Introduction | T1,R2 | 1 | | |
| | | 2.2 | Need-Importance | T1,R2 | 1 | | |
| | | 2.3 | Approaches | T1,R2 | 1 | | |
| | | 2.4 | The Planning process | T1,R2 | 1 | | |
| | | 2.5 | Planning Individual Performance | T1,R2 | 1 | | |
| | | 2.6 | Strategic Planning | T1,R2 | 1 | | |
| | | 2.7 | Linkages to strategic planning | T1,R2 | 1 | | |
| | | 2.8 | Barriers to Performance planning | T1 | 1 | | |
| | | 2.9 | Competency Mapping | T1 | 1 | | |
| | | 2.10 | Steps-Methods | T1,R2 | 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 | 1 | | |
| | | 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 | Supervision | T1 | 1 | | |
| | | 3.6 | Objectives and principles of Monitoring | T2 | 1 | | |
| | | 3.7 | Monitoring process | T2,T3,R3 | 1 | | |
| | | 3.8 | Periodic reviews-problem solving | T1 | 1 | | |
| | | 3.9 | Engendering trust-Role efficiency- | T1 | 1 | | |
| | | 3.10 | Coaching-Counselling and Monitoring-Concepts and skills | T2,T3,R3 | 1 | | |
| | | | | | Total | 10 | |
| IV | CO4: Describe the | Compensation | | | | | Chalk & |
| | | 4.1 | Concept and Definition | T2,T3,R3 | 1 | | |



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| | | | | | | |
|--------------|---|-------------------------------|--|----------|-----------|--|
| | basic compensation concepts and the context of compensation practices (K2). | 4.2 | Objectives and dimensions of compensation program | T1 | 1 | Talk, PPT Tutorial. Active Learning & Case Study |
| | | 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 compensation strategy with business strategy | T2, | 1 | |
| | | 4.6 | Managing compensation | T2, | 1 | |
| | | 4.7 | Designing a compensation system | T2,T3, | 1 | |
| | | 4.8 | Internal and external equity | T1 | 1 | |
| | | 4.9 | Pay determinants-framework of compensation policy | T1 | 1 | |
| | | 4.10 | Influence of pay on employee attitude and behavior | T1 | 1 | |
| | | 4.11 | New trends in compensation Management at national and international level | T1 | 1 | |
| Total | | | | | 11 | |
| V | CO5: Analyze, integrate, and apply the knowledge to solve compensation related problems in organizations (K4) | Compensation Structure | | | | |
| | | 5.1 | Compensation Structure-History and past practices | T2,T3,R3 | 1 | Chalk & Talk, PPT, Tutorial |
| | | 5.2 | Elements of Management compensation | T2,T3,R3 | 1 | |
| | | 5.3 | Types of compensationsystem | T2,T3,R3 | 1 | |
| | | 5.4 | Performance based and ay based structures | T2,T3,R3 | 1 | |
| | | 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 | |



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|-------------------------------------|---|------|--|----------|-----------|--|
| | | 5.9 | Role of tax planning in compensation benefits | T2 | 1 | |
| | | 5.10 | Ta efficient compensation package | T2,T3,R3 | 1 | |
| Content beyond Syllabus (if needed) | | 5.11 | Fixation of tax liability salary restructuring | T1 | 1 | |
| Total | | | | | 11 | |
| Total | | | | | 52 | |
| Case Studies | | | | | 8 | |
| 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 | Dewakar Goel: "Performance Appraisal and Compensation Management". PII Learning, New Delhi, 2009 | | | | | |
| R3 | 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 |
|---------------------------|-----------------|---------------------|
| i. Faculty | M.V.Prasanthi | |
| ii. Course Coordinator | M.V.Prasanthi | |
| iii. Module Coordinator | O.V.A.M.Sridevi | |
| iv. Programme Coordinator | Dr. G. Grace | |

Principal