



# 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

Course Code	Course Title	Semester	Branches	Contact Periods /Week	Academic Year	Date of commencement of Semester
24MB3E14	Performance & Compensation Management	III	MBA	5	2025-26	11/08/2025
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	Conta ct Hour	Delivery Method
I	CO1: Discuss various models of performance management and analyze performance management process and procedures(K2 )	Introduction				
		1.1	Introduction-Definition	T1,R1	2	Chalk & Talk, PPT, Active Learning & Tutorial
		1.2	Scope of Performance Management	T1,R1	1	
		1.3	Historical Developments in Performance Management	T1,R1	1	
		1.4	Overview of Performance Management	T1,R1	1	
		1.5	Process for managing Performance	T1,R1	1	
		1.6	Linkage of PM to other HR processes	T1,R1	2	
		1.7	Performance Audit,process	T1,R1	1	
Total					9	
II	CO2: Understand the importance of performance dimensions , performance standards and performance	Performance Management Planning				
		2.1	Introduction	T1,R2	1	Chalk & Talk, PPT Tutorial, Active Learning & Case Study
		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	





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	goals in performance planning(K2)	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	
		<b>Total</b>			<b>10</b>	
		<b>Management System</b>				
III	CO3: Analyze the concepts of coaching, counseling & monitoring(K4)	3.1	Objectives-Functions	T2,T3, R3	2	Chalk & Talk, PPT, Tutorial
		3.2	Phases of Performance Management System	T2,T3, R3	2	
		3.3	Competency, Reward and Electronic Performance Management System	T2,T3, R3	1	
		3.4	Performance Monitoring and Counseling	T2,T3, R3	1	
		3.6	Objectives and principles of Monitoring	T2	1	
		3.7	Monitoring process	T2,T3,	1	
		3.8	Periodic reviews-problem solving	T1	1	
			Coaching-Counselling and Monitoring-Concepts and skills	T2,R2		
		3.10	Competency mapping & methods	T2,T3, R3	1	
		<b>Total</b>			<b>10</b>	
		<b>Compensation</b>				
IV	CO4: Describe the basic compensation concepts and the context of compensation practices (K2).	4.1	Concept and Definition	T2,T3, R3	1	Chalk & Talk, PPT Tutorial, Active Learning & Case Study
		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 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	



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Web Details	
1	<a href="https://hr.berkeley.edu/hr-network/central-guide-managing-hr/managing-hr/managing-successfully/performance-management/concepts">https://hr.berkeley.edu/hr-network/central-guide-managing-hr/managing-hr/managing-successfully/performance-management/concepts</a>
2	<a href="https://www.jungohr.ca/blog/what-is-compensation-management">https://www.jungohr.ca/blog/what-is-compensation-management</a>

	Name	Signature with Date
i. Faculty	Dr,Manikya Rao.Manda	<i>Manikya</i> 20/3/25
ii. Course Coordinator	Dr,Manikya Rao.Manda	<i>Manikya</i> 20/3/25
iii. Module Coordinator	Mrs.D.Haleena	<i>Haleena</i>
iv. Programme Coordinator	Dr.Grace.G	<i>Grace</i>

  
**Principal**  
**Swarnandhra College of**  
**Engineering & Technology**  
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