

## **MBPC3010 PERFORMANCE MANAGEMENT SYSTEM (3-0-0)**

### **Course Objectives:**

1. To describe the nature of performance management and outline the core objectives of performance management
2. To identify the different performance appraisal techniques that can be used by organizations.

### **Module-I:**

#### **Conceptual Approach to Performance Management:**

Introduction to Performance Management, Process for Managing Performance, Implications for Performance Management, principles of performance Management, benefits of performance Management, Performance Management strategies. Performance Appraisal & Potential Appraisal: Meaning of Performance appraisal, methods and approaches to performance appraisal, Obstacles in appraisal, Potential Appraisal.

### **Module-II:**

#### **Measuring Performance:**

Criteria for performance measures, classification of measures, Types of measures: organizational (Balance score-card, EFQM, EVA), Team, Individual; Guidelines for defining performance measures, Performance reviews.

Reward Systems and Legal issues: Performance Management linked Reward Systems, Reward Management, Objectives, Components of Reward System, Linkage of Performance Management to Reward and Compensation Systems "Do only what you get paid for" Syndrome, Types of pay for Performance Plans – Individual based, Team Based, Plant Wide Plans and Corporate Wide Plans.

### **Module-III:**

#### **Performance Management Application & Improvement:**

Performance Management in practice, Performance Management in Manufacturing and Service sectors. Strategies for Improving performance. Analyzing performance problems, Performance counseling and coaching: Concept, Principles and Skills.

### **Course Outcomes:**

- CO-1: Interpret an organization's performance management process that is compliant with law and support organizational mission and strategy.
- CO-2: Identify various organizational performance management program and best practice and define attributes of effective performance management systems.
- CO-3: Develop and apply job-related performance standard and performance indicators that reflect the employee's range of responsibilities.
- CO-4: Integrate the knowledge to implement appropriate actions with employees (e.g. training and development, wage increase, promotion, bonus etc.) based on their performance strengths and weakness.

### **Text Books :**

- Performance Management, Kohli, Deb, Oxford
- Performance Management System, Davinder Sharma, HPH
- Performance Management, Aquinis, Pearson
- Performance Management, Cardy, PHI