


JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY ANANTAPUR

(Established by Govt. of A.P., ACT No.30 of 2008)

ANANTHAPURAMU – 515 002 (A.P) INDIA
MASTER OF BUSINESS ADMINISTRATION
MBA; MBA (General Management); MBA (Business Management)
COMMON COURSE STRUCTURE & SYLLABI

| Course Code | Specialization Elective- III | L | T | P | C |
|--|------------------------------|-----------------|---|---|---|
| 21E00305c | Performance Management | 4 | 0 | 0 | 4 |
| Semester | | III | | | |
| Course Objectives: | | | | | |
| <ul style="list-style-type: none"> To introduce performance management concept and distinguish performance management and Human resource management To discuss the concept of mentoring , process, types and pitfalls To explain coaching and counseling for performance improvement and steps involved in counseling process. To discuss the uses of appraisal system and methods of appraisal To impart knowledge on Learning Organization, approaches, sources and rewards, and compensation management. | | | | | |
| Course Outcomes (CO): Student will be able to | | | | | |
| <ul style="list-style-type: none"> Understand performance management concept and distinguish performance management and Human resource management Learn the concept of mentoring , process, types and pitfalls. Explain coaching and counseling for performance improvement and steps involved in counseling process. Design and apply different appraisal systems in an organization. prepare reward and compensation policy determine factors influencing fringe benefits in the reward and compensation policy. | | | | | |
| UNIT - I | | Lecture Hrs: 8 | | | |
| Introduction to Performance management : Concept -Performance management vs. performance appraisal--Performance management vs. Human resource management- Purposes- Significance . | | | | | |
| UNIT - II | | Lecture Hrs: 12 | | | |
| Mentoring and Monitoring: Concept of mentoring - Benefits of mentoring - Characteristics of mentoring- Mentoring process-Group mentoring -Benefits -Types of Group Mentoring – Pitfalls Monitoring performance. | | | | | |
| UNIT - III | | Lecture Hrs:12 | | | |
| Coaching and counseling : Coaching for performance improvement - Concept - Tips for effective coaching Counseling -Functions of counseling- Steps in counseling process | | | | | |
| UNIT - IV | | Lecture Hrs:12 | | | |
| Annual Stock taking: Stock taking of performance -Uses –Appraisal system design : Process and approaches - Appraisal methods - MBO and Assessment centre -360 degree appraisal - Balanced score card. Stock taking of potential- Appraisal for reward - Appraisal for recognition | | | | | |
| UNIT - V | | Lecture Hrs:12 | | | |
| Learning organization : Concept of learning organization- Learning approaches- Learning sources - Importance of learning-. Characteristics of learning organization- Reward and compensation Management - Concept and types of compensation- Objectives - Competitive compensation design Fringe benefits- Objectives -Factors influencing fringe benefits - Types of fringe benefits | | | | | |
| Textbooks: | | | | | |
| <ol style="list-style-type: none"> Performance Management, A.S.Kohli, T.Deb,Oxford. Prem Chadha, Performance Management, McMillan. | | | | | |
| Reference Books: | | | | | |
| <ul style="list-style-type: none"> Performance Management, Bagchi, Cengage Learnings. Performance Appraisal and Management, Sharma, Davinder, HPH Performance Management, Herman,Aguinis, Pearson Education. Performance Management and Appraisal Systems, T.V.Rao, Response. Performance management, Kandula, PHI. 360 Degree Feedback and Assessment and Development Centres, T.V.Rao, Excel. Performance Management, Dinesh k.Srivatsava, Excel | | | | | |
| Online Learning Resources: | | | | | |
| NPTEL :: Management - NOC:Performance and Reward Management https://www.tutorialspoint.com/performance_management | | | | | |