

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	Se	mester	Branches	Contac Periods /Week	S Acad	lemic ear	Date of commencen ent of Semester
19MB3E1	Performand Evaluation a Compensati Manageme	and on	III	MBA	5	202	1-22	17/11/2021
COURSE	E OUTCOMES		= "(8					
1	management	process a	and proc	performance edures(K2)				
2	performance	goals in p	performa	f performance ance planning(K	(2)		mance s	standards and
3		-		ing, counseling				
4	Describe the (K2).	basic co	mpensat	tion concepts a	nd the co	ntext of co	mpensa	tion practice
5	Analyze, inte	_	d apply	the knowledge t	to solve co	ompensatio	n relate	d problems in
5 UNIT	_	_	d apply	the knowledge to the kn		Text Book / Reference	Cont act Hour	Delivery Method
	Out Comes /	Topics	d apply	Topics/Activity		Text Book / Reference	Cont act	Delivery
	Out Comes /	Topics		Topics/Activity	y	Text Book / Reference	Cont act	Delivery
	Out Comes / Bloom's Level CO1: Discuss	Topics No.	Introdu Concer Manage	Topics/Activity In ction-Definition ns of Performance ement	y ntroductio	Text Book / Reference	Cont act Hour	Delivery
	Out Comes / Bloom's Level	Topics No.	Introdu Concer Manage Scope of Manage	Topics/Activity In ction-Definition and ement of Performance ement ement	y ntroduction	Text Book / Reference T1,R1 T1,R1	Cont act Hour	Delivery Method
	Out Comes / Bloom's Level CO1: Discuss various models of performance management and analyze	Topics No. 1.1 1.2 1.3	Introdu Concer Manage Scope of Manage Historic Perform	Topics/Activity In Ction-Definition In In In In It	y ntroduction see	Text Book / Reference T1,R1 T1,R1 T1,R1	Cont act Hour	Delivery Method Chalk & Talk, PPT.
	Out Comes / Bloom's Level CO1: Discuss various models of performance management	Topics No. 1.1 1.2 1.3 1.4	Introdu Concer Manage Scope of Manage Historic Perform Overvio Manage	Topics/Activity In ction-Definition In sof Performance ement of Performance ement cal Developments mance Managemer ew of Performance ement	y ntroduction see	Text Book / Reference T1,R1 T1,R1 T1,R1 T1,R1	Cont act Hour	Delivery Method
	Out Comes / Bloom's Level CO1: Discuss various models of performance management and analyze performance	Topics No. 1.1 1.2 1.3 1.4 1.5	Introdu Concer Manage Scope of Manage Historic Perform Overvic Manage Process Perform	Topics/Activity Inction-Definition In sof Performance ement of Performance ement cal Developments mance Managemet ew of Performance ement sof for managing mance	y ntroduction see	Text Book / Reference T1,R1 T1,R1 T1,R1 T1,R1 T1,R1	Cont act Hour 1 1 1 1 1	Delivery Method Chalk & Talk, PPT.
	Out Comes / Bloom's Level CO1: Discuss various models of performance management and analyze performance management process and	Topics No. 1.1 1.2 1.3 1.4 1.5 1.6	Introdu Concer Manage Scope of Manage Historic Perform Overvion Manage Process Perform Importa	Topics/Activity In ction-Definition as of Performance ement cal Development mance Management wo f Performance ement cal Development mance Management so for managing mance mance mance managing mance mance	y ntroduction re s in ent	Text Book / Reference Dn T1,R1 T1,R1 T1,R1 T1,R1 T1,R1 T1,R1 T1,R1	Cont act Hour	Delivery Method Chalk & Talk, PPT, Active Learning
	Out Comes / Bloom's Level CO1: Discuss various models of performance management and analyze performance management process and	Topics No. 1.1 1.2 1.3 1.4 1.5	Introdu Concer Manage Scope of Manage Historic Perform Overvion Manage Process Perform Importa	Topics/Activity In ction-Definition on sof Performance ement of Performance ement cal Developments of Performance ew of Performance Management of Performance ement of Performance entered entere	y ntroduction re s in ent	Text Book / Reference T1,R1 T1,R1 T1,R1 T1,R1 T1,R1	Cont act Hour 1 1 1 1 1	Delivery Method Chalk & Talk, PPT, Active Learning



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		1.10	Process	TI	1	
				Total	10	
			Performance Manage	ment Plann	ing	
	CO2: Understand the importance of	2.1	Introduction	T1,R2	1	
		2.2	Need-Importance	T1,R2	1	-
		2.3	Approaches	T1,R2		-
	performance	2.4	The Planning process		1	Chalk &
II	dimensions,	2.5	Planning Individual	T1,R2	1	Talk. PPT Tutorial, Active Learning &
11	performance standards and	2.6	Performance	T1,R2	1	
	performance	2.6	Strategic Planning	T1,R2	1	
	goals in	2.7	Linkages to strategic planning	T1,R2	1	
	performance	2.8	Barriers to Performance	T1	1	
	planning(K2)		planning		1	Case Study
	3(112)	2.9	Competency Mapping	T1	1	-
		2.10	Steps-Methods	T1,R2	1	1
				Total	10	
		-	Management		10	
		3.1	Objectives-Functions	T2,T3,R3	1	
		3.2	Phases of Performance	T2,T3,R3	1	
		2.2	Management System	,,,,,,,,	1	
		3.3	Competency, Reward and	T2.T3,R3		1
			Electronic Performance		1	
		3.4	Management System		•	
	CO3: Analyze	3.4	Performance Monitoring and	T2,T3,R3		1
	the concepts of coaching, counseling and monitoring(K4	3.5	Counseling		1	
III		3.3	Supervision	TI		Challe
***		3.6	Ol:		1	Chalk &
		3.0	Objectives and principles of	T2		Talk.
		3.7	Monitoring		1	PPT.
		3.7	Monitoring process	T2,T3,R3		Tutorial
		3.8	D : 11		1	
		3.6	Periodic reviews-problem	T1		
		2.0	solving		1	
		3.9	Engendering trust-Role	Tl	-	+
		2.10	efficiency-		1	
		3.10	Coaching-Counselling and	T2.T3.R3	7	-
			Monitoring-Concepts and sills	5	1	
		T		Total	10	
IV	CO4:		Compensa	tion	1.0	
	Describe the	4.1	Concept and Definition	T2,T3,R3	,	



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	basic	4.2	Objectives and dimensions of	TI	1	Talk, PPT
	compensation		compensation program	T:1		Tutorial.
	concepts and	4.3	Factors influencing	T1	1	Active
	the context of		compensation	T2,T3,R3		Learning &
	compensation	4.4	Role of compensation and	12,13,83	1	Case Study
	practices (K2).		reward in modern		1	
		S.	organizations			1
		4.5	Compensation as a retention	T2,		
			strategy-aligning		1	
			compensation strategy with			
			business strategy			-
		4.6	Managing compensation	T2,	1	-
		4.7	Designing a compensation	T2,T3,	1	
			system			
		4.8	Internal and external equity	Tl	1	-
		4.9	Pay determinants-framework	T1	1	
			of compensation policy			
			Influence of pay on employee			
			attitude and behavior	Т1	1	
		4.10			-	
						4.4
			New trends in compensation		- 27	r '
		4.11	Management at national and	T1	1	
					i .	
			international level			
			international level	Total	11	
			international level Compensation S	Structure	11	
		5.1	international level Compensation S			
			Compensation Structure-History and past practices	T2,T3,R3	11	
-	CO5:		Compensation Structure-History and past practices	Structure	1	
-	CO5:	5.1	Compensation S Compensation S Compensation Structure-	T2,T3,R3		
-	Analyze,	5.1	Compensation S Compensation S Compensation Structure- History and past practices Elements of Management compensation	T2,T3,R3	1	
-	Analyze, integrate, and	5.1	Compensation S Compensation S Compensation Structure- History and past practices Elements of Management compensation Types of	T2,T3,R3 T2,T3,R3 T2,T3,R3	1	
-	Analyze, integrate, and apply the	5.1 5.2 5.3	Compensation S Compensation S Compensation Structure- History and past practices Elements of Management compensation Types of compensationsystem	T2,T3,R3 T2,T3,R3	1	(halk &
V	Analyze, integrate, and apply the knowledge to	5.1	Compensation S Compensation S Compensation Structure- History and past practices Elements of Management compensation Types of	T2,T3,R3 T2,T3,R3 T2,T3,R3	1	Chaik & Lalk.
v	Analyze, integrate, and apply the knowledge to solve	5.1 5.2 5.3 5.4	Compensation S Compensation Structure- History and past practices Elements of Management compensation Types of compensationsystem Performance based and ay based structures	T2,T3,R3 T2,T3,R3 T2,T3,R3	1	
V	Analyze, integrate, and apply the knowledge to solve compensation	5.1 5.2 5.3 5.4 5.5	Compensation S Compensation S Compensation Structure- History and past practices Elements of Management compensation Types of compensationsystem Performance based and ay based structures Designing pay structures	T2,T3,R3 T2,T3,R3 T2,T3,R3 T2,T3,R3	1	Talk.
V	Analyze, integrate, and apply the knowledge to solve compensation related	5.1 5.2 5.3 5.4	Compensation S Compensation Structure- History and past practices Elements of Management compensation Types of compensationsystem Performance based and ay based structures Designing pay structures Comparison in evaluation of	T2,T3,R3 T2,T3,R3 T2,T3,R3 T2,T3,R3	1	Talk. PP1.
V	Analyze, integrate, and apply the knowledge to solve compensation related problems in	5.1 5.2 5.3 5.4 5.5 5.6	Compensation S Compensation S Compensation Structure- History and past practices Elements of Management compensation Types of compensationsystem Performance based and ay based structures Designing pay structures Comparison in evaluation of different types of pay	T2,T3,R3 T2,T3,R3 T2,T3,R3 T2,T3,R3	1 1 1 1 1 1 1	Talk. PP1.
V	Analyze, integrate, and apply the knowledge to solve compensation related problems in organizations(5.1 5.2 5.3 5.4 5.5 5.6	Compensation S Compensation Structure- History and past practices Elements of Management compensation Types of compensationsystem Performance based and ay based structures Designing pay structures Comparison in evaluation of different types of pay structures	T2,T3,R3 T2,T3,R3 T2,T3,R3 T2,T3,R3	1 1 1 1 1	Talk. PP1.
V	Analyze, integrate, and apply the knowledge to solve compensation related problems in	5.1 5.2 5.3 5.4 5.5 5.6	Compensation S Compensation Structure- History and past practices Elements of Management compensation Types of compensationsystem Performance based and ay based structures Designing pay structures Comparison in evaluation of different types of pay structures Significance of factors	T2,T3,R3 T2,T3,R3 T2,T3,R3 T2,T3,R3 T2,T3,R3 T2,T3,R3	1 1 1 1 1 1 1	Talk. PP1.
V	Analyze, integrate, and apply the knowledge to solve compensation related problems in organizations(5.1 5.2 5.3 5.4 5.5 5.6	Compensation S Compensation Structure- History and past practices Elements of Management compensation Types of compensationsystem Performance based and ay based structures Designing pay structures Comparison in evaluation of different types of pay structures	T2,T3,R3 T2,T3,R3 T2,T3,R3 T2,T3,R3 T2,T3,R3 T2,T3,R3	1 1 1 1 1	Talk. PPT.



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		5.9	Role of tax planning in compensation benefits	Т2	1			
		5.10	Ta efficient compensation package	T2,T3,R3	1			
Content beyond Syllabus (if		5.11	Fixation of tax liability salary restructuring	TI	1			
needed)		1		Total	11			
				Total	52			
				Case Studies	8			
			CUMULATIVE PROPOSED	PERIODS	60			
Text Books	·							
S.No.	AUTHORS	BOOK T	ITLE, EDITION, PUBLISHER, Y	EAR OF PU	JBLIC.	ATION		
Tl	Drom Chadh	AUTHORS, BOOK TITLE, EDITION, PUBLISHER, YEAR OF PUBLICATION Prem Chadha: "Performance Management", Macmillan India, New Delhi, 2008						
	Michael Arm	Michael Armstrong & Angela Baron, "performance Management", The New Realities,						
T2	Li Duliching House New Delhi /(III)							
T3	T V Rao " A	nnraisin	g and Developing Managerial pe	rformance",	Excel E	300ks, 2003		
13	1. v Kao,	трргалони	S and D or only					
Reference	Books:							
S.No.	ATITITODE	воок т	ITLE, EDITION, PUBLISHER, Y	EAR OF PU	JBLIC.	ATION		
RI	David Wade and Ronad Recardo, "Corporate Performance Management". Butter							
	Hainamann	New Del	hi 2002					
R2	Dewakar G	Dewakar Goel: "Performance Appraisal and Compensation Management. 1711						
Lagrania New Delhi 2000								
R3	A.M.Sarma	A.M.Sarma "Performance Management System" Himalaya Publishing House, New						
	Delhi. 2010							
Web Detail	ls				. ,			
1	https://hr.ber successfully/	performa	ı/hr-network/central-guide-mana nce-management/concepts		aging-l	nr/managing-		
2	https://www.	jungohr.c	ca/blog/what-is-compensation-m	anagement				
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Name	Signature with Date
M.V. Prasanthi	1100
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Dr. G. Grace	Jan S.
	M.V.Prasanthi M.V.Prasanthi O.V.A.M.Brideni

Principal