

| GANPAT UNIVERSITY   |  |    |                 |    |                                      |                            |    |           |       |
|---|--|----|-----------------|----|--------------------------------------|----------------------------|----|-----------|-------|
| FACULTY OF MANAGEMENT STUDIES   |  |    |                 |    |                                      |                            |    |           |       |
| Programme   | Master of Business Administration  |    |                 |    | Branch/Spec.                         | Human Resources Management |    |           |       |
| Semester  | III  |    |                 |    | Version                              | 2.0.0.0                    |    |           |       |
| Effective from <i>Academic Year</i>   |  |    | 2021-22         |    | Effective for the batch Admitted in  |                            |    | June 2020 |       |
| Subject code  | 2IIIA08PMS   |    | Subject Name    |    | <b>PERFORMANCE MANAGEMENT SYSTEM</b> |                            |    |           |       |
| Teaching scheme   |  |    |                 |    | Examination scheme (Marks)           |                            |    |           |       |
| (Per week)  | Lecture(DT)  |    | Practical(Lab.) |    | Total                                |                            | CE | SEE       | Total |
|   | L  | TU | P               | TW |                                      |                            |    |           |       |
| Credit  | 4  | 0  | 0               | 0  | 4                                    | Theory                     | 60 | 40        | 100   |
| Hours   | 4  | 0  | 0               | 0  | 4                                    | Practical                  | -  | -         | -     |
| Pre-requisites:   |  |    |                 |    |                                      |                            |    |           |       |
| Student must have pre-requisites of human resource management   |  |    |                 |    |                                      |                            |    |           |       |
| Objective Make the students understand the concept of Performance Management System, its need, application and process  |  |    |                 |    |                                      |                            |    |           |       |
| Learning Outcome:   |  |    |                 |    |                                      |                            |    |           |       |
| 2IIIA08PMS.CO1: Explain the concepts, principles, and processes of performance management and differentiate them from traditional performance appraisal systems.                |  |    |                 |    |                                      |                            |    |           |       |
| 2IIIA08PMS.CO2: Evaluate techniques for managing, reviewing, and improving individual, team, and organizational performance through effective feedback and continuous learning. |  |    |                 |    |                                      |                            |    |           |       |
| 2IIIA08PMS.CO3: Analyze factors influencing performance assessment and design suitable methods to enhance productivity and manage underperformers strategically.                |  |    |                 |    |                                      |                            |    |           |       |
| 2IIIA08PMS.CO4: Develop performance-linked reward systems and assess their impact on motivation, employee engagement, and organizational effectiveness.                         |  |    |                 |    |                                      |                            |    |           |       |
| Theory syllabus   |  |    |                 |    |                                      |                            |    |           |       |
| Unit  | Content  |    |                 |    |                                      |                            |    |           | Hrs   |
| 1   | Introduction to Performance Management: Definition, aim, characteristics, guiding principles, performance appraisal and performance management, process of performance management  |    |                 |    |                                      |                            |    |           | 15    |
| 2   | Managing and Reviewing Performance: The continuing process, Updating objectives and work plans, Managing continuous learning, review meeting, review issues and difficulties, review skills, Preparing for review meetings                                   |    |                 |    |                                      |                            |    |           | 15    |
| 3   | Assessing and Improving Performance: Approach to assessment, Factors affecting assessments, Methods of assessment, Improving performance at the organizational level, Improving team performance, Improving individual performance, Managing underperformers |    |                 |    |                                      |                            |    |           | 15    |
| 4   | Performance management and reward: Performance management and non-financial rewards and pay, Performance management roles, Evaluating performance management   |    |                 |    |                                      |                            |    |           | 15    |
| Practical content   |  |    |                 |    |                                      |                            |    |           |       |
| Text Books  |  |    |                 |    |                                      |                            |    |           |       |
| 1   | Chadha, P. Performance Management: It's About Performing – Not Just Appraising, McMillan India Ltd. LATEST EDITION   |    |                 |    |                                      |                            |    |           |       |
| Reference Books   |  |    |                 |    |                                      |                            |    |           |       |
| 1   | Michael, Armstrong (1999), Performance Management, Kogan Page.   |    |                 |    |                                      |                            |    |           |       |

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| 2 | Dwivedi, R.S. (2000), Managing Human Resources and Personnel Management in India Enterprises, Galgotia Publishing Company. |
| 3 | Dessler, G. (2004), Human Resource Management, Pearson Education Pte. Ltd., Singapore.                                     |
| 4 | Mathis, R. L & Jackson, J. H. (2004), Human Resource Management. Thomson Asia Pte. Ltd., Singapore.                        |

**Note:**

Version 1.0.0.0 (First Digit= New syllabus/Revision in Full Syllabus, Second Digit=Revision in Teaching Scheme, Third Digit=Revision in Exam Scheme, Fourth Digit= Content Revision)

L=Lecture, TU=Tutorial, P= Practical/Lab., TW= Term work, DT= Direct Teaching, Lab.= Laboratory work

CE= Continuous Evaluation, SEE= Semester End Examination

**Mapping of CO with PO and PSO:**

| <b>Semester 3: Course Name: 2IIIA08PMS PERFORMANCE MANAGEMENT SYSTEM</b> |            |            |            |            |            |            |            |
|--|------------|------------|------------|------------|------------|------------|------------|
| <b>Course outcomes</b>   | <b>PO1</b> | <b>PO2</b> | <b>PO3</b> | <b>PO4</b> | <b>PO5</b> | <b>PO6</b> | <b>PO7</b> |
| <b>2IIIA08PMS.CO1</b>  | 3          | 2          | 0          | 0          | 0          | 0          | 0          |
| <b>2IIIA08PMS.CO2</b>  | 3          | 2          | 2          | 0          | 3          | 2          | 0          |
| <b>2IIIA08PMS.CO3</b>  | 3          | 3          | 2          | 2          | 2          | 3          | 1          |
| <b>2IIIA08PMS.CO4</b>  | 3          | 3          | 2          | 2          | 2          | 3          | 1          |

| <b>Semester 3: Course Name: 2IIIA08PMS PERFORMANCE MANAGEMENT SYSTEM</b> |             |             |             |
|--|-------------|-------------|-------------|
| <b>Course outcomes</b>   | <b>PSO1</b> | <b>PSO2</b> | <b>PSO3</b> |
| <b>2IIIA08PMS.CO1</b>  | 2           | 2           | 2           |
| <b>2IIIA08PMS.CO2</b>  | 2           | 1           | 2           |
| <b>2IIIA08PMS.CO3</b>  | 3           | 2           | 3           |
| <b>2IIIA08PMS.CO4</b>  | 3           | 2           | 2           |