

Name of College: S. R. Luthra Institute of Management								
Faculty	Management			Program	Master of Business Administration (M.B.A.)			
Year	II			Version	1.0			
Semester	4			Effective From	June 2024			
Course Code	MGMB15402	Course Name	Performance Management (PM)					
Teaching Scheme				Examination Scheme				
Credits	Lecture (L)	Tutorial (T)	Practical (P)	ME	CE	SE	V	Total
4	4	0	0	30	40	50	---	120

Course Outcomes:

CO1	Examine concepts, theories, process and best practices in performance management.
CO2	Analyse performance planning and measurement methods.
CO3	Design performance metrics, performance measurement, development plan for different jobs.
CO4	Design performance review and feedback for managing performance.
CO5	Evaluate issues and strategies for effective implementation of performance management system.

Mapping Course Outcomes to Program Outcomes:

	PO1	PO2	PO3	PO4	PO5	PO6
CO1	3	2	1	2	2	1
CO2	3	3	1	2	2	1
CO3	2	3	1	1	2	1
CO4	2	2	1	2	1	1
CO5	2	2	1	3	3	1



Sr. No	Module	Description	CO	Marks	Hours
1	I	Fundamentals of Performance Management:	1,2	14	11
		<ul style="list-style-type: none"> • Concepts, objectives, functions, and characteristics of performance management system • Performance management process • <i>Performance management skills</i> • Role of HR professionals in PM • Seven sins of HR professional • Seven rules of excellence for HR professional • <i>Linkage of performance management to other subsystems of HRM</i> 			
2	II	Performance Planning:	2,3	14	12
		<ul style="list-style-type: none"> • Meaning, process of performance planning • Defining individual performance planning • Approaches of performance planning 			
		Performance Measurement:			
		<ul style="list-style-type: none"> • Concept, objective, principles • Approaches to measure results & behaviour • Methods of performance measurement: 360-degree feedback, Balance Scorecard, Bell Curve • Assessment Centre • Gathering performance information 			
3	III	Performance Managing:	4,5	12	9
		<ul style="list-style-type: none"> • Concept, objectives, characteristics • Process of performance managing 			
		Performance Review & Feedback:			
		<ul style="list-style-type: none"> • <i>Meaning, objectives, process of performance review</i> • <i>Steps to conduct a review meeting</i> • <i>Conditions for an effective review meeting</i> • <i>Why does feedback matter?</i> • <i>When to give feedback?</i> • <i>Conducting feedback discussion</i> 			
		Performance Implementation:			
		<ul style="list-style-type: none"> • Process of implementing PMS • Bottlenecks in implementing PMS • Strategies for implementing PMS successfully 			

4	IV	Performance Management & Employee Development:	1,3	10	8
		<ul style="list-style-type: none"> • Purpose of development • Designing the development plan for improving performance • Tactics of employee development 			
		Contemporary Issues in Performance Management:			
		<ul style="list-style-type: none"> • Technology in performance management • Ensuring high performers • Performance management for remote employees • Performance management in SME 			

References:**Books:**

1. Kohli A.S., Deb. T. *Performance Management*. Oxford.
2. Michael Armstrong. *Performance Management*. KOGAN PAGE.
3. Soumendra Narain Bagchi, *Performance Management*. CENGAGE.
4. Herman Aguinis. *Performance Management*. Pearson.

Newspapers / Magazines / Journals:

1. Harvard Business Review
2. People Matters
3. Human Resource Today
4. HRM Review
5. Human Capital

