

| Course Code | MB18HR05 | Course Name | PERFORMANCE MANAGEMENT SYSTEMS | Course Category | Specialization | L | T | P | C |
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| | | | | | | 2 | 0 | 2 | 3 |

| Pre-requisite Courses | Nil | Co-requisite Courses | NA | Progressive Courses | NA |
|----------------------------|-----|-----------------------------|----|---------------------|----|
| Course Offering Department | MBA | Data Book / Codes/Standards | | | |

| Course Learning Rationale (CLR): | The purpose of learning this course is to: | Learning | Program Learning Outcomes (PLO) |
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| CLR-1 : | Design an organizations performance management process that is compliant with law and supports organizational mission andstrategy. | 1 | 2 | 3 | 1 | 2 | 3 | 4 | 5 | 6 |
| CLR-2 : | Compare and contrast various organizational performance management programs and | | | | | | | | | |
| CLR-3 : | Compare and contrast various best practices and define attributes of effective performance management systems. | | | | | | | | | |
| CLR-4 : | Employ job–related performance standards | | | | | | | | | |
| CLR-5 : | Employ performance indicators that reflect the employee's range of responsibilities. | | | | | | | | | |
| On completion of this course the students should be in a position to exhibit the following learning skills: | | Level of Thinking (Bloom) | Expected Proficiency (%) | Expected Attainment (%) | PO1- Business Environment and Domain Knowledge | PO2 - Critical Thinking Business Analysis, Problem solving and Innovation | PO3 - Global Exposure and cross cultural understanding | PO4 – Social Responsiveness and Ethics | PO5 – Effective Communication | PO6 – Leadership and Team Work |
| Course Learning Outcomes (CLO): | | At the end of this course, learners will be able to: | | | | | | | | |
| CLO-1 | Become acquainted with the theoretical elements of performance management systems their applications. | 2 | 60 | 50 | H | H | H | H | H | H |
| CLO-2 | Design performance management process and support the organizational mission and strategy | 2 | 80 | 70 | M | H | M | H | M | M |
| CLO-3 | Acquire experience in analyzing a various performance management systems and use appropriate model | 1 | 80 | 75 | M | H | M | H | M | M |
| CLO-4 | Develop the skills to use the model for job related performance standards | 2 | 80 | 70 | M | H | M | M | M | M |
| CLO-5 | Learn the performance indicators and the employee's range of responsibilities in the organization | 3 | 90 | 80 | M | H | H | M | M | M |

| Duration (hour) | 6 | 6 | 6 | 6 | 6 |
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| S-1 | SLO-1 | Overview of Performance Management Process- | Performance Measurement– | Outcome metrics – | Performance Management & Employee Development, | Ethics in Performance Appraisal: |
| | SLO-2 | The Performance Management Revolution | Alternative models for Assessing Performance | Economic Value Added (EVA); | | Ethics – An Overview, |
| S-2 | SLO-1 | Performance management planning process | traditional and alternative assessment | Other economic measures. | Performance Management and Rewards | Ethics in Organizations, |
| | SLO-2 | strategic planning- keys to high performance- Organizational performance | Balanced scorecard; | Building a High Performance culture – | Team Performance, | Ethics in Performance Management, |
| S-3 | SLO-1 | need for structure and documentation | Balanced Scorecard Perspectives | 360–Degree Appraisal: Introduction | Performance of Learning Organizations | Significance of ethics in performance management |
| | SLO-2 | DSMC/ATI Performance Improvement Model | Strategy maps | The Impact of 360 Degree Feedback on Organizations | Virtual Teams | Ethical Principles |
| S-4 | SLO-1 | manager's responsibility in performance planning mechanics | Creating performance measures | Concept of 360–Degree Feedback System, Purpose, Methodology, Ratings, | Team Performance Management, | Realities of Ethics in Performance Management, |
| | SLO-2 | employee's responsibility in performance planning mechanics | establish performance metrics | Advantages and Disadvantages of the Method, | Performance Management and Learning Organizations, | Integration of ethics and performance management |
| S-5 | SLO-1 | Documentation and creation of PM document. | EFQM Model | The Process of 360–Degree Feedback, Operating 360–Degree Appraisal | Performance Management and Virtual Teams | Ensuring Ethics in Performance Management |
| | SLO-2 | Case study | Case study | Case study | Case study | Case study |

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| S-6 | SLO-1 | Case study | Case study | Case study | Case study | Case study |
| | SLO-2 | Case study | Case study | Case study | Case study | Case study |
| Learning Resources | | 1. Performance Management: Toward Organizational Excellence Paperback – 29 Dec 2015 by T V Rao (Author) 2. Performance Management: Integrating Strategy Execution, Methodologies, .Book by Gary Cokins Performance Management 2/E Book by Robert Bacal | | | | |

| Learning Assessment | | | | | | | | | | | |
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| | Bloom's Level of Thinking | Continuous Learning Assessment (50% weightage) | | | | | | | | Final Examination (50% weightage) | |
| | | CLA – 1 (10%) | | CLA – 2 (15%) | | CLA – 3 (15%) | | CLA – 4 (10%)# | | | |
| | | Theory | Practice | Theory | Practice | Theory | Practice | Theory | Practice | Theory | Practice |
| Level 1 | Remember Understand | 20 | 10 | 25 | 5 | 30 | 0 | 35 | 5 | 30 | 0 |
| Level 2 | Apply Analyze | 30 | 10 | 35 | 5 | 40 | 0 | 30 | 0 | 40 | 0 |
| Level 3 | Evaluate Create | 20 | 10 | 25 | 5 | 30 | 0 | 30 | 0 | 30 | 0 |
| | Total | 100 % | | 100 % | | 100 % | | 100 % | | 100 % | |

CLA – 4 can be from any combination of these: Assignments, Seminars, Tech Talks, Mini-Projects, Case-Studies, Self-Study, MOOCs, Certifications, Conf. Paper etc.,

| Course Designers | | |
|-------------------------|--|---|
| Experts from Industry | Experts from Higher Technical Institutions | Internal Experts |
| | | Dr.K.Santhanalakshmi, Associate Professor,Head/HR |
| | | Ms.P.Suganthi, Assistant Professor |