

BBA III/IV Year	BBA-E128		Semester-V/VI/VII/VIII		
	Performance and Compensation Management				
Time Allotted for End Semester Examination	Marks Allotted for Internal Assessment	Marks Allotted for End Term Examination(ESE)	Maximum Marks (MM)	Total Credits	Maximum Hours
3 Hrs.	30(20+10)	70	100	04	40

	Course Outcomes:	Mapped Program Outcomes
CO.1	Show an awareness of the process and principles of performance management/appraisal.	PO1, PO2, PO4
CO.2	Demonstrate a familiarity with the appeal process relating specifically to the performance review.	PO2, PO3, PO5
CO.3	Learn implications for strategic compensation and possible employer approaches to manage legally required benefits to employees.	PO1, PO3, PO4, PO5, PO6
CO.4	Develop appropriate reward and compensation policies.	PO7, PO8

- Concept and objectives of performance management system, Performance appraisal and performance management, Performance Management – definition, objectives, need and measurement. **(8 Hours)**
- Process of performance appraisal, issues and challenges in performance appraisal, Methods of Performance appraisal – traditional methods, modern methods with advantages and disadvantages of each - appraisal interviews, performance feedback and counseling. **(10 Hours)**
- Compensation – Definition, Classification and Types. Components of remuneration- basis pay, dearness allowance, Determining Compensation, Compensation Approaches. Compensation as a Retention Strategy, Financial and non-financial compensation, Performance Based Pay Systems. **(12 Hours)**
- Reward systems, Perceptions of Pay Fairness – the legal environment, Legal Constraints on Pay Systems. Employee Benefits.- retirement benefits, perquisites, non-monetary benefits. **(10 Hours)**

SUGGESTED READINGS:

1. Surbhi, J. (2020). *Performance and Compensation Management*: Arcler Education Inc.
2. Armstrong, M.(2015). *Handbook of Performance Management: An Evidence-Based Guide to Delivering High Performance*. USA: Kogan page
3. Armstrong, M. & Baron, A.(2008). *Performance management and development*. New Delhi: Jaico Publishing House .
4. Armstrong, M.(2014). *Performance management: Key strategies and practical guidelines*. London: KoganPage.



5. Bagchi, S. N.(2013). *Performance management*. India: Cengage Learning.
6. Bhattacharyya, D.K.(2011). *Performance management systems and strategies*. New Delhi: Pearson Education.
7. Dessler ,G.(2010). *Human Resource Management*. New Delhi: Prentice Hall.
8. Henderson, R.(1999) . *Compensation management in a knowledge based world*. California: Prentice Hall.

NOTE: The list of cases, specific references and books including recent articles will be announced in the class by concerned teachers from time to time.

