

**ST. JOSEPH'S COLLEGE OF COMMERCE (AUTONOMOUS)
DEPARTMENT OF COMMERCE**

**LESSON PLAN HOURLY WISE
2018-2019 (Even Semester)**

Semester: VI - B.COM – C, D, E, H (November 2018 to March 2019)

Semester: VI - BBA- A, B (November 2018 to March 2019)

Subject Name: EL 15 HR 605: PERFORMANCE AND COMPENSATION MANAGEMENT

Lecture hours: 60

Objective: To familiarize students about concepts of performance and compensation management
To acquaint the students to the use of compensation as a vehicle to face the challenges of attracting, retaining and motivating employees to high performance.

**Lesson Plan Framework
(Module Wise)**

**Module/ Title /
Hours**

Topics for student

Procedure

Learning outcome

Assessment

Preparation

Module/ Title / Hours	Topics for student	Learning outcome	Assessment
Module 1: Introduction 8 Hrs	Concept, Philosophy, History from Performance appraisal to performance development. Objectives of performance management system; Performance management and performance appraisal;	Lecture Case study analysis	Concept, Philosophy of performance management system Multiple – Choice Questions/ Concept based case-building/definition/meaning/Role Plays
Module 2: Performance	Management process	10 Hrs Performance Planning Process and Documentation of	Performance appraisal, Appraisal Interview,

Performance
Feedback and
Counselling

Lecture
Case study analysis

Performance
Planning Process
and Performance
Appraisal

Multiple –
Choice Questions/
Concept based
case-
building/definition/
meaning/Role
Plays / Quiz

**Module 3:
Performance
management and
reward systems
12 Hrs**

Performance Coaching, Mentoring and Counselling, Competency development, Use of technology and e-PMS, International Aspects of PMS. Performance systems trends, Ethical Perspectives in performance

Lecture
Case study analysis

Performance Coaching, Mentoring, Competency development, Performance systems, trends

Multiple – Choice Questions/ Concept based case-building/definition/meaning/Role Plays/ Quiz.

**Module 4:
Introduction to Job
Evaluation
12 Hrs**

Methods of Job Evaluation, Company Wage Policy: Wage Determination, Pay Grades, Wage Surveys, Wage Components.

Modern trends in compensation - from wage and salary to cost to company concept, Comparable worth, broad banding, competency based pay

Lecture
Case study analysis

Methods of Job Evaluation, Modern trends in compensation - Comparable worth, competency based pay

Multiple – Choice Questions/ Concept based case-building/definition/meaning/Role Plays/ Quiz,

**Module 5: Incentives
plans for production
employees and for
other professionals
8 Hrs**

Developing effective incentive plans, pay for performance,. Supplementary pay benefits, insurance benefits, retirement benefits, employee services benefits. Benefits & Incentive practices in Indian industry.

Lecture
Case study analysis
Team project

Developing effective incentive plan
Supplementary employee services benefits.

Benefits & Incentive practices in Indian industry.

Multiple – Choice Questions/ Concept based case-building/definition/meaning/Role Plays/ Quiz.

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Module 6: System of India 10 Hrs	Wage	Minimum wage, fair wage and living wage. Methods of state regulation of wages. Wage differentials & national wage policy	Lecture Case study analysis Team project	Regulating payment of wages, linking wages with productivity.	Multiple – Choice Questions/ Concept based case- building/definition/ meaning/Role
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Regulating payment of wages,
wage boards, Pay
commissions,
dearness allowances,
linking wages with
productivity,
Special compensation situations:
International
compensation-manag
ing variations.
Expatriate Pay.

LESSON PLAN FRAMEWORK (HOUR-WISE):

Subject Name: Performance and Compensation Management

S.NO	Unit & Objectives	No. of Lecture Hours	Methodology/ Instructional Techniques	Evaluation/ Learning Confirmation
Module 1	Introduction	8		
1	Concept, Philosophy,	2	Lecture and illustrations	Question and answer/ MCQ
2	History - Performance appraisal	1	Lecture and illustrations	Question and answer/ MCQ
3	Performance Development	1	Lecture and illustrations	Question and answer/ MCQ
4	Objectives of Performance Management system	1	Lecture and illustrations	Question and answer/ MCQ
5	Performance management	1	Lecture and illustrations	Question and answer/ MCQ
6	Performance management system	1	Lecture and illustrations	Question and answer/ MCQ
7	Performance Appraisal	1	Lecture and illustrations	Question and answer/ MCQ

8	Performance	1	Lecture and illustrations	Question and answer/ MCQ
Module 2	Performance Management process	10 Hrs		
1	Performance Planning	1	Lecture and illustrations	Question and answer/ MCQ
2	Performance Planning Process	2	Lecture and illustrations	Question and answer/ MCQ
3	Documentation of Performance appraisal	2	Lecture and illustrations	Question and answer/ MCQ
4	Appraisal Interview	2	Lecture and illustrations	Question and answer/ MCQ
5	Performance Feedback	2	Lecture and illustrations	Question and answer/ MCQ
6	Counselling	1	Lecture and illustrations	Question and answer/ MCQ
Module 3	Performance management and reward systems	12 Hrs		
1	Performance Coaching	2	Lecture and illustrations	Question and answer/ MCQ
2	Mentoring	2	Lecture and illustrations	Question and answer/ MCQ
3	Counselling	2	Lecture and illustrations	Question and answer/ MCQ
4	Competency development	2	Lecture and illustrations	Question and answer/ MCQ
5	Use of technology and e-PMS,	1	Lecture and illustrations	Question and answer/ MCQ
6	International Aspects of PMS	1	Lecture and illustrations	Question and answer/ MCQ
7	Performance systems trends,	1	Lecture and illustrations	Question and answer/ MCQ
8	Ethical Perspectives in performance	1	Lecture and illustrations	Question and answer/ MCQ
Module 4	Introduction to Job Evaluation	12 Hrs		
1	Methods of Job Evaluation	2	Lecture and illustrations	Question and answer/ MCQ
2	Company Wage Policy	1	Lecture and illustrations	Question and answer/ MCQ

3	Wage Determination	1	Lecture and illustrations	Question and answer/ MCQ
4	Pay Grades, Wage Surveys	2		Question and answer/ MCQ
5	Wage Components.	1	Lecture and illustrations	Question and answer/ MCQ
6	Modern trends in compensation - from wage and salary to cost to company concept	2	Lecture and illustrations	Question and answer/ MCQ
7	Comparable worth broad banding	2	Lecture and illustrations	Question and answer/ MCQ
8	Competency Based pay	1	Lecture and illustrations	Question and answer/ MCQ
Module 5	Incentives plans for production employees and for other professionals	8 Hrs		
1	Developing effective incentive plans	1	Lecture and illustrations	Question and answer/ MCQ
2	Pay for performance	1	Lecture and illustrations	Question and answer/ MCQ
3	Supplementary pay benefits, Insurance benefits	1	Lecture and illustrations	Question and answer/ MCQ
4	Retirement benefits	1	Lecture and illustrations	Question and answer/ MCQ
5	Employee services benefits	2	Lecture and illustrations	Question and answer/ MCQ
6	Benefits & Incentive practices in Indian industry.	2	Lecture and illustrations	Question and answer/ MCQ
Module 6	Wage System of India	10 Hrs		
1	Minimum wage Fair wage and living wage	1	Lecture and illustrations	Question and answer/ MCQ
2	Methods of state regulation of wages	1	Lecture and illustrations	Question and answer/ MCQ
3	Wage differentials & National wage policy Regulating payment of wages,	2	Lecture and illustrations	Question and answer/ MCQ
4	Wage Boards	1	Lecture and illustrations	Question and answer/ MCQ

5	Pay commissions	1	Lecture and illustrations	Question and answer/ MCQ
6	Dearness allowances, linking wages with productivity,	1	Lecture and illustrations	Question and answer/ MCQ
7	Special compensation situations		Lecture and illustrations	Question and answer/ MCQ
8	International compensation-managing variations.	1	Lecture and illustrations	Question and answer/ MCQ
9	Expatriate Pay.	1	Lecture and illustrations	Question and answer/ MCQ

Books for Reference:

1. C. B. Memoria: Personnel Management.
2. David Bell: Personnel Management.
3. David R Hampton: Modern Management issues and Ideas.
4. Deepak Kumar Bhattacharya: Human Research Management
5. K. Aswathappa: Human Resource & Personnel Management.
6. K. K. Aheja: Personnel Management.
7. Michael Porter: HRM and Human Relations.
8. T. N. Chhabra& K. K. Aheja: Managing People at Work.
9. AmandeepKaur, PunamAgarwal – Industrial Relations
10. A. M. Sarma – Aspects of labour welfare and social security.

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