

ST. JOSEPH'S COLLEGE OF COMMERCE (AUTONOMOUS)
DEPARTMENT OF COMMERCE
TEACHING LESSON PLAN

EL 15 HR 605: PERFORMANCE AND COMPENSATION MANAGEMENT (Even Semester)

B.Com D 2nd Semester (November 2017 to March 2018)

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.

Module 1: Introduction

8 Hrs

Lesson Plan Framework (Module Wise)

Module/ Title / Hours	Topics for student Preparation	Procedure	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/ Quiz, Cross word/ etc.
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, Cross word/ etc.

<p>Module 3: Performance management and reward systems</p> <p>12 Hrs</p>	<p>Performance Coaching, Mentoring and Counselling, Competency development, Use of technology and e-PMS, International Aspects of PMS. Performance systems trends, Ethical Perspectives in performance</p>	<ul style="list-style-type: none"> • Lecture • Case study analysis 	<p>Performance Coaching, Mentoring, Competency development, Performance systems, trends</p>	<p>Multiple – Choice Questions/ Concept based case-building/definition/meaning/Role Plays/ Quiz, Cross word/ etc.</p>
<p>Module 4: Introduction to Job Evaluation</p> <p>12 Hrs</p>	<p>Methods of Job Evaluation, Company Wage Policy: Wage Determination, Pay Grades, Wage Surveys, Wage Components.</p> <p>Modern trends in compensation - from wage and salary to cost to company concept, Comparable worth, broad banding, competency based pay</p>	<ul style="list-style-type: none"> • Lecture • Case study analysis 	<p>Methods of Job Evaluation,</p> <p>Modern trends in compensation - Comparable worth, competency based pay</p>	<p>Multiple – Choice Questions/ Concept based case-building/definition/meaning/Role Plays/ Quiz, Cross word/ etc.</p>
<p>Module 5: Incentives plans for production employees and for other professionals</p> <p>8 Hrs</p>	<p>Developing effective incentive plans, pay for performance,. Supplementary pay benefits, insurance benefits, retirement benefits, employee services benefits. Benefits & Incentive practices in Indian industry.</p>	<ul style="list-style-type: none"> • Lecture • Case study analysis • Team project 	<p>Developing effective incentive plan Supplementary employee services benefits.</p> <p>Benefits & Incentive practices in Indian industry.</p>	<p>Multiple – Choice Questions/ Concept based case-building/definition/meaning/Role Plays/ Quiz, Cross word/ etc.</p>
<p>Wage System of India</p> <p>10 Hrs</p>	<p>Minimum wage, fair wage and living wage. Methods of state regulation of wages. Wage differentials & national wage policy</p>	<ul style="list-style-type: none"> • Lecture • Case study analysis • Team project 	<p>Regulating payment of wages, linking wages with productivity.</p>	<p>Multiple – Choice Questions/ Concept based case-building/definition/meaning/Role</p>

	Regulating payment of wages, wage boards, Pay commissions, dearness allowances, linking wages with productivity,. Special compensation situations: International compensation-managing variations. Expatriate Pay.			Plays/ Quiz, Cross word/ etc.
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LESSON PLAN FRAMEWORK (HOUR-WISE):

Subject Name: Performance and Compensation Management

Lecture Hours: 60

Sl. 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
2.	History - Performance appraisal	1	Lecture and illustrations	Question and answer
3.	Performance Development	1	Lecture and illustrations	Question and answer
4.	Objectives of Performance Management system	1	Lecture and illustrations	Question and answer
5.	Performance management	1	Lecture and illustrations	Question and answer
6.	Performance management system	1	Lecture and illustrations	Question and answer
7.	Performance Appraisal	1	Questions/viva	Tests
8.	Performance			
Module 2	Performance Management process	10 Hrs		
1.	Performance Planning	1	Lecture and illustrations	Question and answer
2.	Performance Planning Process	2	Lecture and illustrations	Question and answer
3.	Documentation of Performance appraisal	2	Lecture and illustrations	Question and answer
4.	Appraisal Interview	2	Lecture and illustrations	Question and answer
5.	Performance Feedback	2	Lecture and illustrations	Question and answer
6.	Counselling	1	Lecture and illustrations	Question and answer

Module 3	Performance management and reward systems	12 Hrs		
1.	Performance Coaching	1	Lecture and illustrations	Question and answer
2.	Mentoring	2	Lecture and illustrations	Question and answer
3.	Counselling	2	Lecture and illustrations	Question and answer
4.	Competency development	1	Lecture and illustrations	Question and answer
5.	Use of technology and e-PMS,	1	Lecture and illustrations	Question and answer
6.	International Aspects of PMS	2	Lecture and illustrations	Question and answer
7.	Performance systems trends,	1	Lecture and illustrations	Question and answer
8.	Ethical Perspectives in performance	2	Lecture and illustrations	Question and answer
Module 4	Introduction to Job Evaluation	12 Hrs	Lecture and illustrations	Question and answer
1.	Methods of Job Evaluation	2	Lecture and illustrations	Question and answer
2.	Company Wage Policy	1	Lecture and illustrations	Question and answer
3.	Wage Determination	1	Lecture and illustrations	Question and answer
4.	Case Study/Summary/ Test	2	Questions/viva	Tests
5.	Pay Grades, Wage Surveys	2	Lecture and illustrations	Question and answer
6.	Wage Components.	1	Lecture and illustrations	Question and answer

7.	Modern trends in compensation - from wage and salary to cost to company concept	1	Lecture and illustrations	Question and answer
8.	Comparable worth broad banding	1	Lecture and illustrations	Question and answer
9	Competency Based pay	1	Lecture and illustrations	Question and answer
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
2.	Pay for performance	1	Lecture and illustrations	Question and answer
3.	Case Study	1	Lecture and illustrations	Question and answer
4.	Supplementary pay benefits, Insurance benefits	1	Questions/viva	Tests
5.	Retirement benefits	1	Lecture and illustrations	Question and answer
6.	Employee services benefits	2	Lecture and illustrations	Question and answer
7.	Benefits & Incentive practices in Indian industry.	2	Lecture and illustrations	Question and answer
Module 6	Wage System of India	10 Hrs	Lecture and illustrations	Question and answer
1.	Minimum wage Fair wage and living wage	1	Lecture and illustrations	Question and answer
2.	Methods of state regulation of wages	1	Lecture and illustrations	Question and answer

3.	Wage differentials & National wage policy Regulating payment of wages,	2	Lecture and illustrations	Question and answer
4.	Wage Boards	1	Questions/viva	Tests
5.	Pay commissions	1	Lecture and illustrations	Question and answer
6.	Dearness allowances, linking wages with productivity,.	1	Lecture and illustrations	Question and answer
7.	Special compensation situations	1	Lecture and illustrations	Question and answer
8.	International compensation-managing variations.	1	Lecture and illustrations	Question and answer
9.	Expatriate Pay.	1	Lecture and illustrations	Question and answer
Total Hours		60hrs		

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.

Thanking You,

Yours Faithfully,

Dr. Mohan P. Philip