

# BBS College of Engineering and Technology

Department of Business Administration

## Lecture Plan

<b>Name of Course</b>	<b>MBA</b>
<b>AKTU Course Code</b>	<b>KMBN HR 04</b>
<b>Branch</b>	Department of Business Administration
<b>Semester</b>	<b>Fourth</b>
<b>Subject</b>	<b>PERFORMANCE AND REWARD MANAGEMENT</b>
<b>Total Number of Students</b>	07
<b>Name of Faculty</b>	Dr. Sameeksha Singh
<b>Number of Lecture Proposed</b>	36

S. No	Unit No	Topic	CO	No of Lectures Required	Actual Date of Completion	Suggested Reference
1	1	Performance Management	1	01	04/03/2025	T V Rao: Performance Management: Towards organizational Excellence (SAGE Publishing)
2		Performance Management vs Performance Appraisal		01	06/03/2025	Michael, Armstrong Performance Management. Kogan Page.
3		Performance management and its challenges in current scenario		01	11/03/2025	Michael, Armstrong Performance Management. Kogan Page.
4		Performance management as a System and Process		01	18/03/2025	Michael, Armstrong Performance Management. Kogan Page.

5		Establishing Performance Criterion of developing an Effective Appraisal System, Criteria (KRA, KSA VS KPI).		02	25/03/2025	Chadha, P. Performance Management: It's About Performing Not Just Appraising. McMillan India Ltd.
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6		Case Studies		01	27/03/2025	
<b>No of Lectures Required to complete Unit 1</b>				<b>07</b>		
7	<b>2</b>	Managing Performance	<b>2</b>	01	01/04/2025	Michael, Armstrong Performance Management. Kogan Page.
8		Methods of managing performance of all the levels of Management( including labor)		02	08/04/2025	T V Rao: Performance Management: Towards organizational Excellence (SAGE Publishing)
9		360 degree Performance Appraisal		02	17/04/2025	B D Singh, Compensation and Reward Management, Excel Book
10		Performance Feedback & Counseling methods		01	24/04/2025	Robert Bacal , Performance Management, McGraw-Hill Education.
11		Performance analysis for Individual and organizational development		01	29/04/2025	Chadha, P. Performance Management: It's About Performing Not Just Appraising. McMillan India Ltd.

<b>No of Lectures Required to complete Unit 2</b>				<b>07</b>		
<b>12</b>	<b>3</b>	Contemporary Issues Potential appraisal	<b>3</b>	02	01/05/2025	Robert Bacal , Performance Management, McGraw-Hill Education.
<b>13</b>		Competency mapping & its linkage with Career Development and Succession planning, Balance score card		02	08/05/2025	B D Singh, Compensation and Reward Management, Excel Book
<b>14</b>		Introduction and Applications, Advantages and limitations		02	15/05/2025	T V Rao: Performance Management: Towards organizational Excellence (SAGE Publishing)
<b>15</b>		Advantage & Disadvantage of online appraisal		01	22/05/2025	B D Singh, Compensation and Reward Management, Excel Book
		<b>No of Lectures Required to complete Unit 3</b>		<b>07</b>		
<b>16</b>		Reward System: Compensation- Meaning, Function		01	27/05/2025	B D Singh, Compensation and Reward Management, Excel Book
<b>17</b>		Job evaluation: Methods of job evaluation, Inputs to job evaluation		02	29/05/2025	Michael, Armstrong Performance Management. Kogan Page.

18		Practical implication for technical/non-technical		02	03/06/2025	T V Rao: Performance Management: Towards organizational Excellence (SAGE Publishing)
19		Executive/managerial positions and significance of wage differentials.		02	05/06/2025	B D Singh, Compensation and Reward Management, Excel Book
		<b>No of Lectures Required to complete Unit 4</b>		<b>07</b>		
20		Compensation: Method of pay and Allowances, Pay structure: Basic Pay, DA, HRA, Gross Pay, Take home pay etc.		02	12/06/2025	Michael, Armstrong Performance Management. Kogan Page.
21		Incentive schemes; Methods of payment: Time and piece rate.		02	19/06/2025	Robert Bacal , Performance Management, McGraw-Hill Education.
22		Fringe benefits & other allowances: Overtime, City compensatory, Travelling etc. Regulatory compliance: Introduction		02	26/06/2025	Chadha, P. Performance Management: It's About Performing Not Just Appraising. McMillan India Ltd.
23		Wage and Pay commissions, Overview of minimum wages Act1948 and Equal Remuneration Act-1976. Profit Sharing options;		02	03/07/2025	T V Rao: Performance Management: Towards organizational Excellence (SAGE Publishing)

		<b>No of Lectures Required to complete Unit 5</b>		<b>08</b>		
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