

**II YEAR I SEMESTER
HR Elective - 2**

Code	Course	Marks	L	T	P	C
23MB3EH02	Performance Evaluation and Compensation Management	100	4	0	0	3

Unit- I:

Introduction: –Definition –concerns-scope-Historical developments in performance management-
Over view of performance management-Process for managing performance- Importance –Linkage
of PM to other HR processes-Performance Audit.

Unit- II:

Performance Management Planning: Introduction-Need-Importance-Approaches-The Planning
Process—Planning Individual Performance- Strategic Planning –Linkages to strategic planning-
Barriers to performance planning-Competency Mapping-steps-Methods.

Unit-III:

Management System: objectives – Functions- Phases of Performance Management System-
Competency, Reward and Electronic Performance Management Systems-Performance Monitoring
and Counselling: Supervision- Objectives and Principles of Monitoring- Monitoring Process-
Periodic reviews- Problem solving- engendering trust-Role efficiency- Coaching- Counselling and
Monitoring- Concepts and Skills .

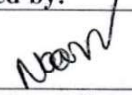
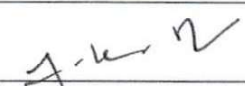
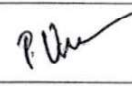
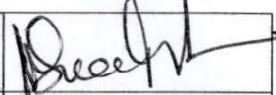
UNIT -IV:

Compensation: concept and definition – objectives and dimensions of compensation program –
factors influencing compensation –Role of compensation and Reward in Modern organizations
Compensation as a Retention strategy- aligning compensation strategy with business strategy -
Managing Compensation: Designing a compensation system – internal and external equity– pay
determinants - frame work of compensation policy - influence of pay on employee attitude and
behaviour - the new trends in compensation management at national and international level.

UNIT V:

Compensation Structure: Compensation Structure -History and past practices, elements of
management compensation –Types of compensation system-Performance based and Pay based
structures-Designing pay structures-comparison in evaluation of different types of pay structures-
Significance of factors affecting-Tax Planning –Concept of Tax planning-Role of tax planning in
compensation benefits-Tax efficient compensation package-Fixation of tax liability salary
restructuring.

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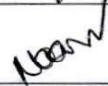
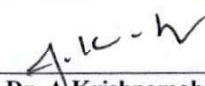
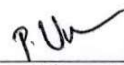
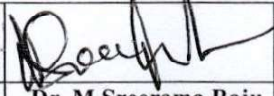
			
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Relevant cases have to be discussed in each unit and in examination case is compulsory from any unit.

References

1. Prem Chadha: —Performance Managementl, Macmillan India, New Delhi, 2008.
2. Michael Armstrong & Angela Baron, -Performance Managementl: The New Realities, Jaico Publishing House, New Delhi, 2010.
3. T.V.Rao, -Appraising and Developing Managerial Performancel, Excel Books, 2003.
4. David Wade and Ronad Recardo, -Corporate Performance Managementl, Butter Heinemann, New Delhi, 2002.
5. Dewakar Goel: -Performance Appraisal and Compensation Managementl, PHI Learning, New Delhi, 2009
6. A.M. Sarma -Performance Management Systemsl Himalaya Publishing House, New Delhi.

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