JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY ANANTAPUR

MBA III Semester	**L**	**T**	**P**	**C**
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(17E00314) PERFORMANCE MANAGEMENT
(Elective III)

Objective : The objective of the course is to provide an outline of performance management of individuals in the organization. The prerequisite for the course is knowledge of HRM.

1. **Introduction to Performance management :** Concept -Performance management vs. performance appraisal--Performance management vs. Human resource management- Purposes- Significance .

2. **Mentoring and Monitoring:**Concept of mentoring - Benefits of mentoring - Characteristics of mentor- Mentoring process-Group mentoring -Benefits -Types of Group Mentoring – Pitfalls Monitoring performance.

3. **Coaching and counseling :**Coaching for performance improvement -. Concept - Tips for effective coaching Counseling -Functions of counseling- Steps in counseling process

4. **Annual Stock taking:** Stock taking of performance -Uses –Appraisal system design : Process and approaches - Appraisal methods - MBO and Assessment centre -360 degree appraisal - Balanced score card**.** Stock taking of potential- Appraisal for reward - Appraisal for recognition

5. **Learning organisation** : Concept of learning organisation- Learning approaches-Learning sources - Importance of learning-. Characteristics of learning organisation-Reward and compensation Management -Concept and types of compensation-Objectives - Competitive compensation design - Fringe benefits- Objectives - Factors influencing fringe benefits - Types of fringe benefits

Text books:
- Performance Management, A.S.Kohli, T.Deb,Oxford.
- Prem Chadha, Performance Management, McMillan.

References:
- Performance Management, Bagchi, Cengage Learnings.
- Performance Appraisal and Management, Sharma, Davinder, HPH
- Performance Management, Herman,Aguinis, Pearson Education.
- Performance Management and Appraisal Systems, T.V.Rao, Response.
- Performance management, Kandula, PHI.
- 360 Degree Feedback and Assessment and Development Centres, T.V.Rao, Excel.
- Performance Management, Dinesh k.Srivatsava, Excel