



Lesson Plan

Program: Management **Semester:** 4th **Course Code:** HR04 **Course Name – Performance and Reward Management**

Course Objectives

(CO1): To create an understanding of the key concept of performance management and contemporary method for administering compensation and reward in practices

(CO2): To articulate the benefits of using a performance development plan and the consequence of not having one in place.

(CO3): To distinguish the elements of an effective, integrated performance development system.

(CO4): To devise “SMRT” annual performance objective (e.g., objective that are specific, measured, attainable, relevant and trackable)

(CO5): To familiarize the student with the concept of competency mapping and understanding its role in career development.

(CO6): To familiarize students with various aspects of compensation system in India and make them understand various issues linked with the process of fixing salary dearness allowance, bonus, incentive scheme and benefits.

Session Duration:60 minutes

Participants: MBA 2nd year students

Entry level knowledge and skills of students

1. Basic Knowledge of HR
2. Awareness about various methods of Performance Appraisal

Equipment required in Classroom/ Laboratory/ Workshop

- i. White Board, Marker and Duster
- ii. Smart Board and Projector

Assessment Schemes

S. No.	Criteria	Marks (150)
1	AKTU End Term Examination	100
2	Internal Evaluation Scheme	50
2(a)	Class Tests	30
2(a)(i)	Class Test-I	15
2(a)(ii)	Class Test-II	15
2(b)	Teacher Assessment (Continuous Evaluation)	20
2(b)(i)	Attendance	5
2(b)(ii)	Case Study/Topic Based Presentation	5



2(b)(iii)	*GD	10
	*MCQ Based Assignment	2

Course Outcomes (starting with action-oriented observable and measurable verb)

(CO1): Knowledge of Performance Management and Performance Appraisal

(CO2): Competency to understand the importance of importance Management

(CO3): Knowledge about the Compensation and reward System

(CO4): Competency to implement the effective reward system in the organization

(CO5): Ability to explain the relevance of competency mapping and understanding its linkage with career development

L. No.	Topics	Sub Topics	Date of implementation	Pedagogy	CO-Covered	Faculty Sign	HoD's Remark with Date
Unit - 1							
1.	Introduction to Performance Management System	Meaning and uses of Performance Management		Improved Lectures	1		
2.	Introduction	Performance Mgt. V/S Performance appraisal		Buzz discussion	1		
3.	Challenges	Challenges of Performance Management		Improved Lectures	1		
4.)	Performance Management as a system and Process	Performance Management as a System and Process		Improved Lectures	1		
5.	Performance Criteria	Establishing Performance Criterion of Developing an Effective		Improved Lectures	1		



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6.	Performance Criteria	Appraisal System, Criteria		Improved Lectures			
7.	Case Studies			Presentation			
Unit - 2							
8.	Managing Performance	Methods of Managing Performance		Improved	2		
9.	Performance Appraisal	360 Degree Performance Appraisal,		Buzz session	1		
10.	Feedback	Performance Feedback		Group Discussion	2		
11.	Counselling	Counselling Method		Improved	1		
12.	Performance analysis	Performance Analysis for Individual and		Improved	2		
13.	Performance analysis	Case study		Improved Lectures	2		
14.	Performance analysis	organizational Development		Improved Lectures			
Unit - 3							
15.	Contemporary Issues	Potential Appraisal		Improved Lectures	3		
16.	Competency Mapping	Competency Mapping & its Linkage with Career Development		Group Discussion	3		
17.	Succession Planning	Succession Planning,		Group Discussion	3		
18.	Balance Score Card	Balance Score card: Introduction and Application		Improved Lectures	3		



19.	Advantages and Limitations	Advantages and limitations of Online Appraisal		Improved Lectures	3		
20.	Online Appraisal	Advantage & Disadvantage of Online Appraisal,		Role Play	3		
21.	Online Appraisal	Case study		Presentations	3		
22.	Presentation						
Unit - 4							
23.	Reward System	Compensation Meaning and Function		Role Play	4		
24.	Job Evaluation	Job Evaluation methods and Inputs		Improved Lectures	4		
25.	Wage Differentials	Executive/Managerial Positions and Significance of Wage Differentials		Group discussion	4		
26.	Practical Implications	Practical Implication		Improved Lectures	2		
27.	Practical Implications	Technical/Non-Technical		Improved Lectures			
Unit - 5							
28.	Compensation	Method of pay and Allowances,		Improved Lectures	5		
29.	Pay Structure	Pay Structure: Basic Pay, DA, HRA, Gross Pay, Take home pay		Role Play	5		
30.	Incentives	Incentive Schemes; Methods of payment:		Buzz session	5		



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31.	Regulatory Compliance	Regulatory Compliance: Introduction s, Wage and			5		
32.	Regulatory Compliance	Pay Commission		Improved Lectures	4		
33.	Equal Remuneration Act	Equal Remuneration Act-1976		Improved Lectures			
34.	Equal Remuneration Act	Equal Remuneration Act-1976		Improved Lectures	4		
35.	Wages Act	Wages Act-1948		Improved	5	Wages Act	Wages Act-1948
36.	Wages Act	Wages Act-1948		Improved	5	Wages Act	Wages Act-1948
Revision							
37.	Unit-1				1		
38.	Unit-2				1		
39.	Unit-2				2		
40.	Unit-3				2		
41.	Unit-3				3		
42.	Unit-4				4		
43.	Unit-4				4		
44.	Unit-5				5		

Text Books: Performance & Reward Management

(Bhattacharya)

Reference Books:

T.V Rao (Performance & Reward Management)

Journals:https://www.researchgate.net/publication/306227885_Reward_Management_-_Linking_Employee_Motivation_and_Organizational_Performance_A_Special_Issue_of_the_Journal_of_Personnel_Psychology

Electronic Database:<https://www.youtube.com/watch?v=dZAhsKC-eMI>

<https://www.youtube.com/watch?v=WYMr8NZdG54>