

COLLEGE OF BUSINESS STUDIES, AGRA**MBA III SEMESTER****LESSON PLAN: PERFORMANCE & REWARD MANAGEMENT
(HR 02)****(RMB**

LECTURE NO.	TOPICS
UNIT I	
1	Meaning, Uses and purpose of performance management
2	how it differs from performance appraisal
3	Performance management and its challenges in current scenario,
4	Performance management as a system and process
5	Establishing performance criterion of developing an effective appraisal system
6	Criteria (KRA, KSA VS KPI),
7	why performance appraisal
UNIT II	
8	Managing Performance
9	Methods of managing performance of all the levels of management
10	360 degree performance appraisal
11	MBO
12	Performance analysis for Individual development
13	Performance analysis for organizational development
UNIT III	
14	Contemporary Issues Potential appraisal
15	competency mapping & its linkage with career development
16	succession planning
17	Balance score card- advantages and applications
18	Balance score card- applications
UNIT IV	
19	Reward System Compensation- Definition, Function, significance
20	Job evaluation
21	methods of job evaluation,
22	inputs to job evaluation
23	its practical implication for technical/non technical
24	its practical implication for executive/managerial positions
25	significance of wage differentials
UNIT V	
26	Compensation: Method of pay and Allowances
27	Pay structure: Basic Pay, DA, HRA, Gross Pay, Take home pay etc
28	Methods of payments- Time and piece rate
29	Fringe benefits & other allowances- overtime, city compensatory, travelling etc.
30	Overview of minimum wages Act- 1948
31	Equal Remuneration Act-1976.
32	Regulatory compliance including wage and pay commissions
33	incentive scheme-individual, group, profit sharing- co-partnership-stock option: ESOP,
34	welfare Measures- Statutory & non- Statutory
35	social security schemes- ESIS, PF, Pension, Insurance, Gratuity and Maternity Benefits

NOTE:**Assignment 1:****Practical: Preparation of pay roll on excel sheet for executive and managerial position****Assignment 2:****New practices of compensating employees.****NAME OF THE FACULTY: RAHUL SHARMA**