



Dr. V. N. Bedekar Institute of Management, Thane
Teaching Plan (MMS/PGDM)
Academic Year (2017-2018)

Programme Name: MMS / PGDM: MMS

Name of the Course: Competency & Performance Management Systems

Maximum marks: 100

No. of Sessions: 10

Name of the Faculty: Prof Kanchan Akshay

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Weblink:

Learning Objectives:

- 1) Apply the theoretical and practical aspects of performance management in the organization.
- 2) To know the various reward and recognition systems used by the organization to motivate its employees
- 3) To identify various dangers of poorly implemented performance systems
- 4) To know the current industry practices of appraising employees
- 5) To identify and create various competencies required for an organization.

Reference Books:

Performance Management by Herman Aguinis

Competency Mapping by Seema Sanghi

Performance Management and Appraisal Systems-HR tools for global competitiveness by T.V Rao

Effective Performance Appraisal by James Neil



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Plan:

Session No	Topics to be covered	Books referred/ Recommended/ References- Print/Articles/ News/Research papers/ Online database/ Software /Simulations used	Learning outcomes	Evaluation of Students understanding by MCQs, Quiz, Short Test
1	Introduction to Competency- Concept and Role	Power point presentations and books referred Competency Mapping chapter 1	Basic Understanding concept of Competency and its relevance to modern day Organizations.	
2	Models of Competency	Power point presentations and books referred Competency Mapping chapter 2	Understanding various models of competencies and its uses in the industry	
3	Competency mapping	Power point presentations and books referred Competency Mapping chapter 4	Gaining knowledge about the various methods of data collection in mapping process process	
4	Introduction to Performance Management- definition, advantages, dis advantages of	Power point presentations and books referred Performance Management by Herman Aguinis chapter 1	To understand the basics of PMS in the organization	



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	poorly implemented PMS			
5	Performance Management System and its role, determinants and the process of PMS	Power point presentations and books referred Performance Management by Herman Aguinis chapter 2	To understand the process of PMS	
6	Conducting Staff Appraisals- Need, Job Description, Process, Skills required	Power point presentations and books referred Performance Management by Herman Aguinis chapter 6	To understand the process and implementation of appraisal	Class test
7	Employee Development – Career development, 360 as development tool, Performance linked with career development	Power point presentations and books referred Performance Management by Herman Aguinis chapter 8	To understand the activities that would help in successful implementation of development plan	
8	Reward for Performance- Reward System, Components of Rewards, Objectives of Rewards, Linking Performance with Rewards	Power point presentations and books referred Performance Management by Herman Aguinis chapter 10	Various rewards systems used by the organization to motivate employees	
9	Performance Consulting- Concept, Need for Performance Consulting, Design for Performance Consulting	Power point presentations and books referred Performance Management by Herman Aguinis chapter 9	To understand the concept of consultant in PMS and its relevance today	
10	Class Test & Presentations	-	--	

2. Practical Approach : other activities (Atleast 4 distinct activities)

Sr. No.	Activity Name	Topic Coverd	Learning outcomes	Source
1	Role Play	Conducting Staff appraisal	Students would know how to	



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			conduct staff appraisal	
2	Group Discussion	<u>Monetary Rewards vs Non monetary Rewards</u>	Importance of rewards and recognition	
3	Business Quiz / Business News sharing	Articles to presented from Human Capital	To make the well versed with the current news	
4	Videos / Simulation	Videos on process of PM in the organization	To know the best practices of the industry	
5	Use of Softwares and Labs			

Evaluation:

I) Internal:

Component	Details	Marks
Class Test	2 class test shall be conducted 10 marks each	20
Presentation	Students would be assessed on the individual presentation given	10
Case Study	Atleast 5 case studies would be discussed and students shall be evaluated as per their contribution in the discussion	10
Participation		
Others		

Signature of Faculty

Signature of the Co-ordinator