Programme: MMS Semester: III Specialisation: HR   Period:
Course Code : MMS-XX-XX-X-XX
Name of the subject: Competency based HR & Performance Management
Maximum marks: 100 (60+40)   No. of Sessions: 13 (Total 40 hrs)
Name of the Faculty: Prof Kanchan A
Mobile No: 9821681550   Email: akanchan@vpmthane.org

Program Outcomes (PO)	Course Outcomes (CO)
1. Nurture leadership skills, team membership skills and mutual trust. 2. Demonstrate decision making ability 3. Ability to develop culture of technology- usage 4. Inculcate social sensitivity among students 5. Integrate and apply business knowledge and management techniques for problem solving	1. To understand both theoretical and application orientation input for competency and performance management 2. To apply the concept of competency mapping for mapping various competencies 3. To analyse how to integrate competency models with other HRM functions 4. To evaluate the effective PM systems for today's organizations 5. To develop various reward strategies for employees

Reference Books:

1. Performance Management by Herman Aguinis

2. Competency Mapping by Seema Sanghi

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

4. Effective Performance Appraisal by James Neil

A. Plan:

Sess ion No.	Planned Date	Topic	Ref. Study Material	Course Outcomes
1	07/08/20	Introduction to Competency-Concept & Role	Competency Mapping by Seema Sanghi Chapter 1	To understand the concept of Competency and its

				relevance to modern day Organizations.
2	14/08/20	Models of Competency	Competency Mapping by Seema Sanghi Chapter 2	To understand various models of competencies and its uses in the industry
3	21/08/20	Competency Identification & Assessment	Competency Mapping by Seema Sanghi Chapter 3	To analyse various competencies and its assessment
4	28/08/20	Competency Mapping	Competency Mapping by Seema Sanghi Chapter 4	To know and apply the various methods of data collection in mapping process
5	04/09/20	Introduction to Performance management	Performance Management by Herman Aguinis Chapter 1	To understand the basics of PMS in an organization
6	11/09/20	Internal Test & Case Study	HBR case study on Competency	To critically analyse a case
7	18/09/20	Performance Management System and its role, determinants and the process of PMS	Performance Management by Herman Aguinis chapter 2	To understand the process of PMS
8	25/09/20	Conducting Staff Appraisals- Need, Job Description, Process, Skills required	Performance Management by Herman Aguinis chapter 6	To analyse and evaluate the method of conducting staff appraisal
9	09/10/20	Employee Development – Career development,360 as development tool, Performance linked with career development	Performance Management by Herman Aguinis chapter 8	To understand the activities that would help in successful implementation of development plan
10	16/10/20	Reward for Performance- Reward System, Components of Rewards, Objectives of Rewards,	Performance Management by Herman Aguinis chapter 10	To evaluate various rewards systems used

		Linking Performance with Rewards		by the organization to motivate employees
11	23/10/20	Performance Consulting- Concept, Need for Performance Consulting, Design for Performance Consulting	Performance Management by Herman Aguinis chapter 9	To understand the concept of consultant in PMS and its relevance
12	30/10/20	Internal Test & Case Study	Human Capital Journal	To enhance the critical thinking skill
13	06/11/20	Presentations		

B. Practical Approach: Other activities

Sr. No.	Activity Name	Topic Covered	Learning Outcomes	Source
1	Case study	Short case studies in all the topics	To give students the real perspective of the topics through cases	Ref Books, HR magazines and HBR
2	Academic Projects	Designing a PMS	To make students apply the knowledge learnt	
3	Group Discussion	Rewards in Performance	To evaluate student's perspective for the said topic	Current topic
4	Role Play			
5	Industry Visit			
6	Business Quiz / Business News sharing	At the end of every session	To evaluate the effectiveness of the concept taught	MCQ developed
7	Videos / Simulation	Conducti	To make	Youtube

		ng performance interviews	students understand the concept by watching a video which can be more effective	and linkedin

C. Innovative Pedagogy adopted:

Implementing the concepts learnt on self. Students shall try to implement the concepts of competency identification and mapping on self which shall give them confidence and real time learning for applying the same on others as well (in organization)

Prepared by: Prof Kanchan A
Faculty

Approved by:
Specialisation Head

Date: 27th July 2020

Date:

A. Execution:

Session No.	Actual Date	Topic Covered	Evaluation Method	Case Study Ref.	Quiz Ref.	CR Sign

B. Evaluation:

Component	Details	Marks
Presentations	Mandatory	10

Class Tests	Mandatory (MCQ, Descriptive, etc)	20
Attendance & Active Participation	Mandatory	5
Overall Conduct	Mandatory	5
Final Exam	Mandatory	60

Comments / Suggestions / Recommendations:

Suggestions (if any) to students on subject related Certificate/Diploma or Add-on program: -

Signature of Faculty   **Signature of Co-ordinator**