



SRM INSTITUTE OF SCIENCE AND TECHNOLOGY
RAMAPURAM, CHENNAI – 89
COLLEGE OF MANAGEMENT
MASTERS IN BUSINESS ADMINISTRATION

Vision

To be a Globally Renowned B-School that imparts enterprising knowledge & skills that best serves the stakeholders and mankind.

Mission

Mission statement - 1	Promote Excellence in Business Education and Skill Development
Mission statement - 2	Nurture Entrepreneurship, Human Values, Social Responsibilities and Global Citizenship
Mission statement - 3	Enrich the Creativity, Research and Innovation in all Activities
Mission statement - 4	Collaborate to foster Personal and Institutional Leadership Effectiveness

Programme Educational Objectives (PEO)

PEO - 1	Graduates will be business leaders and managers with leadership and problem-solving skills for global business.
PEO - 2	Graduates will drive entrepreneurship initiatives either on their own or within other organizations where they are employed.
PEO - 3	Graduates will have innovation skills and drive the businesses through multifaceted skills.
PEO - 4	Graduates will provide advancement of conceptual and practical knowledge in the field of business management to contribute to nation building while upholding ethical practices.

Mapping Mission of the department to the Programme Educational Objectives

	Mission Statement - 1	Mission Statement - 2	Mission Statement - 3	Mission Statement - 4
PEO - 1	H	M	H	H
PEO - 2	M	H	H	L
PEO - 3	H	M	M	M
PEO - 4	H	L	M	M

H – High Correlation, M – Medium Correlation, L – Low Correlation

Programme Learning Outcomes (PLO)

PLO - 1	Apply knowledge of management theories and practices to solve business problems.
PLO - 2	Foster Analytical and critical thinking abilities for data-based decision making.
PLO - 3	Ability to develop Value based Leadership ability.
PLO - 4	Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.
PLO - 5	Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.

Mapping of Programme Educational Objectives to Programme Learning outcomes & PSO

	PLO -1	PLO - 2	PLO - 3	PLO- 4	PLO - 5
	Graduate Attributes				
PEO - 1	H	H	H	M	H
PEO - 2	L	L	L	L	M
PEO - 3	H	H	H	M	L
PEO - 4	H	M	L	H	H

H – High Correlation, M – Medium Correlation, L – Low Correlation

Course code	MB20HR 04	Course Name	PERFORMANCE MANAGEMENT SYSTEMS	Course category: E	Elective Course	L	T	P	C
						3	0	2	4

Pre-requisites courses	MB20201- Human Resources Management	Co - Requisites courses	NIL	Progressive courses	NIL
Course offering department	MBA	Data book / Codes / Standards	NIL		

Course learning Rational (CLR) :	The purpose of learning this course to
----------------------------------	--

CLR -1:	Illustrate the performance management process and documentation
CLR -2:	Examine the performance measurement and creating performance measures
CLR -3:	Know the outcome metrics and 360-degree appraisal
CLR -4:	Assess the knowledge in performance of learning organizations and virtual teams
CLR -5:	Evaluate the ethics in performance appraisal

Course Learning outcomes (CO) :	At the end of the course, learners will be able
---------------------------------	---

		Learning		
		1	2	3
CLO -1:	Study the performance management process and documentation	3	75	80
CLO -2:	Explain performance measurement and creating performance measures	2	70	80
CLO -3:	Analyse the outcome metrics and 360 degree appraisal	4	75	80
CLO -4:	Explain the performance of learning organizations and virtual teams	2	75	80
CLO -5:	Demonstrate the ethics in performance appraisal	2	70	80

Program learning outcome PLO

PLO - 1	PLO - 2	PLO - 3	PLO - 4	PLO - 5	PSO -1	PSO -2
Apply knowledge of management theories and practices to solve business	Foster Analytical and critical thinking abilities for data-based decision	Ability to develop Value based Leadership ability	Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.	Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment.		
H	H	H	M	H		
H	M	M	H	L		
H	H	M	H	M		
H	M	M	H	M		
M	H	H	H	H		

Duration (Hour)	Learning Module / Unit 1	Learning Module / Unit 2	Learning Module / Unit 3	Learning Module / Unit 4	Learning Module / Unit 5	
	8	8	8	8	8	
S-1	SLO - 1	Overview of Performance Management Process	Performance measurement- introduction – definition	Outcome metrics - introduction	Performance Management - introduction	Ethics in Performance Appraisal
	SLO - 2	Performance Management Meaning and Definition	Advantages and disadvantages	Economic Value Added (EVA)	Employee Development – introduction	Concept of Ethics

S -2	SLO - 1	A Case scenario, basic principles of effective performance management	Alternative models for Assessing Performance	Other economic measures	Rewards Team Performance	Objectives of performance management ethics
	SLO- 2	Features of performance management	Management by Objectives and Critical incident method	Building a High-Performance culture	Characteristics of rewards team performance	Significance of ethics in performance management
S -3	SLO - 1	Strategic planning	Check list method and 360 degree appraisal	360–Degree Appraisal: Introduction	Advantages and disadvantages of rewards team performance	Importance of ethics in performance management
	SLO- 2	need for structure and documentation	Self-evaluation method of performance assessment	The Impact of 360–Degree Feedback on Organizations	Learning organization - definition	Ethical Issues and Dilemmas
S -4	SLO - 1	Documentation process	Rating scales, performance test	Concept of 360–Degree Feedback System	Nature of learning organization	Ethical strategies in performance management
	SLO- 2	Inclusions in documents, place of storage	Balanced score card	Purpose of 360 Degree Feedback System	Types of learning organization	Role of ethics in performance management
S -5	SLO - 1	Role of managers in performance planning mechanics	Perspectives of balanced score card	Methodology of 360 Degree Feedback System	Performance of Learning Organizations	Ethics in Performance Management
	SLO- 2	Responsibility of managers in performance planning mechanics	Elements of balanced score card	Ratings of 360 Degree Feedback System	The impact of learning organization on performance	Guideline of ethics in performance management
S -6	SLO - 1	Employee responsibility in performance planning mechanics	Strategy maps	Advantages of the Method	Virtual teams, meaning , characteristics	Ethics in Organizations
	SLO- 2	Employee responsibility in documentation	Steps to create balanced score card	Disadvantages of the Method	Performance of Virtual Teams, types	Advantages and disadvantages
S -7	SLO - 1	Creation of performance management documents	Creating performance measures	The Process of 360–Degree Feedback	Team Performance Management	Realities of Ethics in Performance Management
	SLO- 2	Steps in effective performance planning	The European Foundation for Quality Management (EFQM) model	Operating 360– Degree Appraisal	Effective team performance management	Ensuring Ethics in Performance Management.
S -8	SLO - 1	Activity: Presentation on performance process by various companies	Elements in EFQM model	Guidelines to develop 360 degree feedback	Performance Management and Learning Organizations	Developing Code of Ethics

SLO- 2	Analysis on the documentation process of companies	Activity: Discussion on balanced score card used by organizations	Activity: A group discussion on the vitality of 360-degree feedback in organizations	Activity: A case study on learning and virtual organization	Activity: Case Study
--------	--	---	--	---	----------------------

Learning Resources	<p>1. Performance Management: Toward Organizational Excellence Paperback – 29 Dec 2015 by T V Rao</p> <p>2. Performance Management: Integrating Strategy Execution, Methodologies, .Book by Gary Cokins</p> <p>Performance Management 2/E Book by Robert Bacal</p>
--------------------	--

Learning Assessment													
Blooms level		Continuous learning Assessment (50% weightage)										Final Examination (Marks 100 which will be weight 50%)	
		CLA - 1 (5 %)		CLA - 2 (10 %)		CLA - 3 (15 %)		CLA - 4 (15 %)		CLA - 5 (5 %)		Theory	Practice
		Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice	Theory	Practice		
1	Remember												
2	Understand	15%	15%										
3	Apply	20%	20%	10%		10%	10%	10%	10%	25%	25%	10%	10%
4	Analyse	15%	15%		10%	10%	10%	10%	10%	25%	25%	10%	10%
5	Evaluate			20%	20%	10%	10%	10%	10%			10%	10%
6	Create			20%	20%	15%	15%	20%	20%			20%	20%
Total		100%		100%		100%		100%		100%		100%	

#CLA – 3 : Mini project / Seminar (5), Assignments (5) , MCQ assessment (5) / MOOC certification or NPTEL

CLA – 4: Active participation in class / seminar presentation

Course Coordinator	HOD - MBA
--------------------	-----------

Dr. A. Jerena Rachael

Dr.R.Arulmoli