

**Programme: Master of Business Administration**

**Semester IV**

**MBA 936-18**

**PERFORMANCE AND COMPENSATION MANAGEMENT**

**Objective:** The objective of the course is to impart relevant knowledge required to perform the functions of human resource planning in an organisation and equipping seekers with comprehensive and practical skills to manage employees' performance effectively, and to understand the structure and components of wages and salaries, and the wage administration in India.

*Course Outcomes (COs)*

<b>Sr. No.</b>	<b>At the end of the course, the student will be able to:</b>
CO1	Increase the awareness of the process and principles of performance Management / appraisal.
CO2	Identify the negative aspects of appraisal systems and consider how these might be overcome.
CO3	Discuss performance with regard to pay awards, and whether these should, or should not be automatically related to each other.
CO4	Demonstrate a familiarity with the appeal process relating specifically to the performance review.
CO5	Illustrate different ways to strengthen the pay-for-performance link and also learn the concepts of Payment and employee benefits issues for contingent workers.
CO6	Develop appropriate reward and compensation policies.

(Source: IKGPTU Syllabus for Master of Business Administration (Affiliated Colleges), 2021. <https://ptu.ac.in/wp-content/uploads/2022/08/MBA-Upto-4th-Sem.-2021-onwards-affiliated-colleges.pdf>)