

**GUJARAT UNIVERSITY**  
**K. S. SCHOOL OF BUSINESS MANAGEMENT**  
**[Five Years' (Full-time) M.B.A. Integrated Degree Course]**  
**Fifth Year M.B.A. (SEM – X)**  
**KS\_M\_H - 510**  
**Performance Management (HR Elective)**

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**3 credit course**

**Objective:**

The course content will help the students to include the linkages of strategies to Performance management, Performance Management process and performance information system. The students will develop an insight as to how organizational structure and operation process influence performance management process. For HR students this subject holds great significance.

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<b>Module – I</b>	<b>[20%]</b>
➤ Information to performance Management	
➤ Performance Management System.	
➤ Performance Counseling	
<b>Module – II</b>	<b>[20%]</b>
➤ Introduction to Performance Management Process.	
➤ Performance planning.	
➤ Performance Managing.	
<b>Module – III</b>	<b>[20%]</b>
➤ Performance Appraisal	
➤ Performance Monitoring.	
<b>Module – IV</b>	<b>[20%]</b>
➤ Introduction to Implementing Performance Management	
➤ Performance Management Implementation	
➤ Performance Management Linked Reward System.	
<b>Module – V</b>	<b>[20%]</b>
➤ Role of HR Professionals in Performance Management.	
➤ Ethics in Performance Management	

**No of lectures in semester:** Approximately 40 to 45 hours

**Assignments:** Minimum 3 Assignments

**Evaluation Pattern:**

Continuous Evaluation	30%
Mid-Sem. Exam	20%
End-Sem. Exams	50%

**Reference Books:**

- Performance Management By A.S. Kohli and T. Deb - Oxford
- Performance Appraisal and Management By Davinder Sharma- HPH
- Performance Management (2e) By Souendra Narain Bagchi- cengage Learning
- Strategic Performance Management By Ravi. M. Kishore – Taxmenn's