

DR. BABASAHEB AMBEDKAR OPEN UNIVERSITY
SCHOOL OF COMMERCE & MANAGEMENT
M.B.A. SEMESTER – III (SPECIALIZATION) (HR)

1. PERFORMANCE MANAGEMENT

Sr. No.	Unit
1	<p>Introduction to Overview of Performance Management</p> <ul style="list-style-type: none"> • Introduction • Performance management definition & meaning • Type of performance management • Performance management system • Keywords • Exercise
2	<p>Theories of performance management</p> <ul style="list-style-type: none"> • Introduction • Metrology • Sample • Usages & purposes of performance system • System type • Strategic elements of performance management • Performance criteria & appraisal communication techniques • Keywords • Exercise
3	<p>Performance management process</p> <ul style="list-style-type: none"> • Introduction • Organization mission goal strategy & operational plan • Role wise plans & expectations • Monitoring & maintaining activity • Stock training • Feedback • Keywords • Exercise
4	<p>Performance Goals and competencies</p> <ul style="list-style-type: none"> • Introduction • Determine goals • Communications • Define job types • Identify skill gapes • Coaching and development • Monitor, document & give assessment • Revise & recognize • Bonus • Keywords • Exercise
5	<p>Performance contract and organizational support</p> <ul style="list-style-type: none"> • Introduction

	<ul style="list-style-type: none"> • Job performance • Perceive of organizational support • Psychological contract fulfillment • Methods • Keywords • Exercise 	
6	Employee self-review <ul style="list-style-type: none"> • Introduction • Importance of self-review • Strength • Weaknesses • Core value • Accomplishment • Goals • Feedback • Keywords • Exercise 	
7	Mechanics of performance management planning and documentation <ul style="list-style-type: none"> • Introduction • Meaning , concept , Importance • Understanding performance management • Elements of the performance management • Performance planning setting objectives • Keywords • Exercise 	
8	Performance appraisal <ul style="list-style-type: none"> • Introduction • Meaning , concept , Importance • Categorization of appraisal • Methods of appraisal • Potential problems in performance • Keywords • Exercise 	
9	Issues in performance management <ul style="list-style-type: none"> • Introduction • Meaning , concept , Importance • Opposition to evaluation • System designed and operating problems • Rater problem • Keywords • Exercise 	
10	Ethics in performance management <ul style="list-style-type: none"> • Definition • Concept of ethics • Principal of ethnics in performance management • Ethical issue and management • Developing code of ethics • Keywords • Exercise 	