STRATEGIC PERFORMANCE MANAGEMENT

TYPE OF COURSE : Rerun | Elective | PG
COURSE DURATION : 8 weeks (15 Feb’ 21 - 09 Apr’ 21)
EXAM DATE : 24 Apr 2021

PRE-REQUISITES : Basics of physics, chemistry and mathematics.

INTENDED AUDIENCE : MBA/MBA(HR), All master level students interested in Performance management and development.

INDUSTRIES APPLICABLE TO : IT Companies, R & D Companies, Pharma Companies, Manufacturing and Services sector

COURSE OUTLINE :
Performance management system is a critical tool for any organization in today volatile uncertain and competitive environment. Understanding performance management systems by individuals and managers can help them to identify critical issues and area of performance, and how to plan, review, implement and develop themselves. Organizations are constantly exploring and evolving their performance management systems that are in sync with their environment and culture to improve bottom line as this is what matter to make them competitive. This course explores the many facades of performance management.

ABOUT INSTRUCTOR :
Prof. Kailash B L Srivastava is Professor, Department of Humanities and Social Sciences and Joint Professor in Vinod Gupta School Management, and specializes in the area of Human Resource Management and Development and Organizational Behaviour at Indian Institute of Technology, Kharagpur. He holds a first class Master’s degree in Psychology from Gorakhpur University and Ph.D. from Indian Institute of Technology, Kanpur, and has around 28 years of teaching, research, and training experience.

COURSE PLAN :
Week 1: Introduction to Performance Management and Performance Management Process, Role of PM in employee development
Week 2: Performance Management and Strategic Planning: Planning for performance effectiveness
Week 3: Approaches to Performance Measurement: Measuring behavior and results, Issues in performance management
Week 4: Implementing performance management systems: Self-appraisal, Team appraisal and 360 feedback system
Week 5: Performance management skills, Increasing self-awareness
Week 6: Performance review, analysis and discussion, use of performance management data for HR decision making
Week 7: Potential Appraisal, Linking performance with reward systems and legal issues
Week 8: Performance Management Practices: Select case studies of Indian Organizations, Future of performance management systems