PERFORMANCE AND REWARD MANAGEMENT

PROF. SUSMITA MUKHOPADHYAY
Department of VGSOM
IIT KHARAGPUR

TYPE OF COURSE : New | Core | UG
COURSE DURATION : 12 weeks (29 Jul’19 - 18 Oct’19)
EXAM DATE : 16 Nov 2019

PRE-REQUISITES : Basic understanding of business management

INTENDED AUDIENCE : Any interested student

INDUSTRIES APPLICABLE TO : People Management in organization. So this course will have strong industry support.

COURSE OUTLINE :
The present course will offer a sound basis to the individuals who later will join as HR managers or practitioners or HR learners in developing an understanding towards performance and management of human resources which indeed will always be relevant for an organization. The course contents have been designed specifically to not just build a base but to foster a holistic understanding towards the concepts. The course will help the students to learn various facets of performance and reward management ranging from its meaning and strategic importance to its implementation and implications for an organization.

ABOUT INSTRUCTOR :
Prof. Susmita Mukhopadhyay’s areas of specialization include Human Resource Management and Industrial Psychology, Business Values and Ethics, and Organizational Behaviour. A gold medalist in M.Sc., she is the recipient of the Young Scientist Award and Search of Excellence Award. She was selected for the Microfinance Researchers Alliance Fellow Program Centre for microfinance, Institute of Financial Management and Research, Chennai, in 2009.

COURSE PLAN :
Week 1: Understanding meaning of Performance management and reward systems management with an performance management process
Week 2: Developing an understanding as to why performance management and reward management are of strategic importance and their role in strategic planning
Week 3: Implementation of a performance management system; defining performance and choosing a measurement approach and understanding meaning of results.
Week 4: Implementing a performance management system in your organization
Week 5: Role of performance management in employee development, addressing performance management skills and team reward Management
Week 6: Overview, reward system, understanding total, strategic and international reward
Week 7: Understanding linkage between performance management and reward, an overview of various types of reward; financial reward, non-financial reward; contingent pay scheme; bonus scheme; team pay; rewarding for business performance; recognition scheme
Week 8: Valuing and grading jobs, understanding pay levels, job evaluation schemes, equal pay, market rate analysis, designing of grade and pay structure
Week 9: Rewarding special groups, rewarding directors and senior executives, sales and customer service staff, knowledge workers, manual workers.
Week 10: Understanding relevance of employee benefits and pension schemes, employee benefits, flexible benefits, pension scheme
Week 11: Developing and managing reward systems, evaluating reward management, responsibility for reward
Week 12: Understanding the implications for Performance and Reward Management in the present organizational dynamics with case studies