

Indian Institute of Technology Guwahati
Proposal for a New Course/ Revision of a Course

Course Number & Title: BM 627H & Performance and Compensation Management	
L-T-P-C: 4-0-0-4	
Type of Letter Grading (Regular Letter Grades / PP or NP Letter Grades): Regular Letter Grades	
Kind of Proposal (New Course / Revision of Existing Course): New Course	
Offered as (Compulsory / Elective): Elective	
Offered to: Masters of Business Administration (MBA)	
Offered in (Odd/ Even / Any): Any	
Offered by (Name of Department/ Center): School of Business	
Pre-Requisite: NIL	
Preamble / Objectives (Optional):	
<p>Course Content/ Syllabus (as a single paragraph if it is not containing more than one subject. Sub-topics/ Sections may be separated by commas(,). Topics may be separated by Semi-Colons(;). Chapters may be separated by Full-Stop(.). While starting with broad heading, it may be indicated with Colon symbol before the topics. For example: Multi-variable Calculus: Limits of functions, Continuity,)</p> <p>Performance management: performance management frameworks and reorientation of motivation theories, determinants of performance, diagnosing poor performance, implementing performance management system, performance appraisal, organizational uses, methods of appraisal; Performance appraisal to potential appraisal, issues in performance appraisal, compensation and rewards system, changing trends in performance management.</p>	
Books (In case UG compulsory courses, please give it as "Text books" and "Reference books". Otherwise give it as "References".	
Texts: (Format: Authors, <i>Book Title in Italics font</i> , Volume/Series, Edition Number, Publisher, Year.)	
1.	Goel, D., <i>Performance Appraisal and Compensation Management: A Modern Approach</i> , 2 nd Edition, Prentice Hall India Learning Private Ltd., 2012.
2.	Aguinis, H., <i>Performance Management</i> , 3 rd Edition, Pearson Education India, 2013.
3.	Rao, T. V., <i>Performance Management: Toward Organizational Excellence</i> , 2 nd Edition, Sage, 2016.
References: (Format: Authors, <i>Book Title in Italics font</i> , Volume/Series, Edition Number, Publisher, Year.)	
1.	Armstrong, M., & Murlis, H., <i>Reward management: A handbook of remuneration strategy and practice</i> , Kogan Page Publishers, 2007.

Detailed Course Content (Optional) It will not be included in the Courses of Study Booklet		
Sl. No.	Broad Title / Topics	Number of Lectures
1		
2		
3		
4		
5		
		Total Number of Lectures =