

M.A (HUMAN RESOURCE MANAGEMENT)

2019-20

Semester: III- **HRM- SIII- 15**

Course Title: Performance and Strategic Reward Management

Course in-charge: Dr. Asiya Nasreen, Department of Social Work (UGC Centre of Advanced Study), Jamia Millia Islamia (A Central University), New Delhi-110025.

Indicative Teaching Plan

Month/Week of 2014	Topic	Reading
July W 4	Job Analysis, Job description, Job Specification and Job Evaluation: Concept and Methods	<ul style="list-style-type: none">• Armstrong, Michael, (2009), Armstrong's Handbook of Human Resource Management Practice, Kogan Page, London• Armstrong, Michael and Helen Murlis (1998), Reward Management, Kogan Page, London• Dessler, Gary & Varkkey, Biju (2012): Human Resource Management, Pearson Education Inc
July W 5	Compensation and Strategic Compensation: Concept, methods and theoretical basis (including Tournament theory, Pay for performance: Incentives, Stock Based Compensation, SEBI Guidelines, Tax Components, Limitations)	
August W 2	Wage and Salary Compensation: Meaning, Definitions, Principles, Factors, Agency theory	<ul style="list-style-type: none">• Angelo, S. DeNisi and Ricky W. Griffin (2005), Human Resource Management, Houghton Mifflin• Stone, Raymond, J (1998): Human Resource Management, John Wiley & Sons Australia Ltd.• Heneman, Robert L. (2007), Implementing Total Rewards Strategies, SHRM Foundation's Effective Practice Guidelines Series Guidelines, SHRM Foundation, USA.
August W 3 and W 4	<ul style="list-style-type: none">• Job Grading, structures, fixation, Differentiation and Performance related pay	<ul style="list-style-type: none">• Dessler, Gary & Varkkey, Biju (2012): Human Resource Management, Pearson Education Inc,• Armstrong, Michael, (2011),

	<ul style="list-style-type: none"> Employee Benefits: Concept, Objectives, Purpose and Types 	<ul style="list-style-type: none"> Armstrong's Handbook of Human Resource Management Practice, Kogan Page, London Shekhar, Ravi, Milliman White Paper, April 2013: Employee Benefits in India
August W 5	<ul style="list-style-type: none"> Employee Assistance Programmes Wage legislations 	<ul style="list-style-type: none"> Dessler, Gary & Varkkey, Biju (2012): Human Resource Management, Pearson Education Inc, Padhi, P. K (2008): labour and industrial laws, Prentice Hall of India Pvt Ltd Jain, N. K. (2007): Corporate laws, Deep & Deep publication Pvt Ltd
September W 1 and W 2	<ul style="list-style-type: none"> Performance management, performance appraisal, potential appraisal and competency Mapping, Performance cycle and factors affecting performance. 	<ul style="list-style-type: none"> Armstrong, Michael, (2009), Armstrong's Handbook of Human Resource Management Practice, Kogan Page, London Kohli, A. S & Deb, T (2008): Performance Management, Oxford University Press Armstrong, Michael, (2011), Armstrong's Handbook of Human Resource
September W 3	Revision and Internal Assessment	
September 23 – November 1, 2019, Field Work		
November W 1	Performance coaching and Performance Improvement Plan (PIP), Role of HR professional in managing employee performance	<ul style="list-style-type: none"> Armstrong, Michael, (2009), Armstrong's Handbook of Human Resource Management Practice, Kogan Page, London Kohli, A. S & Deb, T (2008): Performance Management, Oxford University Press
November W 2	Performance management system and other HR systems, ethical dimensions in performance management, linkage to compensation and reward management and implications on performance, Competency based job description and role analysis	<ul style="list-style-type: none"> Kohli, A. S & Deb, T (2008): Performance Management, Oxford University Press Armstrong, Michael, (2009), Armstrong's Handbook of Human Resource anagement Practice, Kogan Page, London
November W 3	Recap and revision	