

M.A (HUMAN RESOURCE MANAGEMENT)

Semester: III- HRM- SIII- 15

Course Title: Performance and Strategic Reward Management

Course in-charge: Dr. Asiya Nasreen

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Indicative Teaching Plan

Month/Week of 2016	Topic	Reading
July W 5 and August W 1	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
August W 2 and W 3	Compensation: Concept, methods and theoretical basis	<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	Strategic Reward Management: Concept, Strategies, Policies and Procedures	<ul style="list-style-type: none">• Armstrong, Michael and Helen Murlis (1998), Reward Management, Kogan Page, London• Stone, Raymond, J (1998): Human Resource Management, John Wiley & Sons Australia Ltd.
August W 4 and W 5	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), Armstrong's Handbook of Human Resource Management Practice, Kogan Page, London
September W 2	Employee Benefits: Concept, Objectives,	<ul style="list-style-type: none">• Dessler, Gary & Varkkey, Biju (2012): Human Resource Management, Pearson

	Purpose and Types	Education Inc, <ul style="list-style-type: none"> • Shekhar, Ravi, Milliman White Paper, April 2013: Employee Benefits in India
September W 3	Performance Management, Performance appraisal, potential appraisal and competency mapping	<ul style="list-style-type: none"> • Armstrong, Michael, (2009), Armstrong's Handbook of Human Resource anagement Practice, Kogan Page, London
September W 4	Performance Cycle and factors affecting performance	<ul style="list-style-type: none"> • Kohli, A. S & Deb, T (2008): Performance Management, Oxford University Press
September W 4	Performance measures and methods of Performance appraisal	<ul style="list-style-type: none"> • Armstrong, Michael, (2011), Armstrong's Handbook of Human Resource Management Practice, Kogan Page, London • Kohli, A. S & Deb, T (2008): Performance Management, Oxford University Press
September W 4	Managing continued performance	<ul style="list-style-type: none"> • Kohli, A. S & Deb, T (2008): Performance Management, Oxford University Press
October 3 - November 4 -, 2016 First Block of Field Work		
November W 2	Performance Management systems and other HR systems	<ul style="list-style-type: none"> • Kohli, A. S & Deb, T (2008): Performance Management, Oxford University Press
November W 3	Wage Legislations	<ul style="list-style-type: none"> • 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
November W 4	Revision and Summing up	