



**PAPER- 307 PERFORMANCE MANAGEMENT AND RETENTION STRATEGIES.**

**UNIT - I**

**Performance Appraisal:** - A Conceptual Framework, Concept & definition of Performance Appraisal, Objectives of performance appraisal: process of performance appraisal, Performance Appraisal vs. Performance Management System, Concept of Performance Management, Process and elements of Performance management.

**UNIT - II**

**Potential Appraisal:-** Meaning & Objectives of Potential Appraisal, Difference between Potential Appraisal and Performance Appraisal.

**UNIT - III**

**Performance Planning and Measuring Performance:** Meaning and need of performance planning, Planning Individual Performance, Principles of measurement, Classification of Performance Measures, Measurement issues, Approaches and tools to measure organizational performance, Traditional and Modern Performance appraisal methods.

**UNIT - IV**

**Competency Analysis and Competency Mapping:** Meaning of Competency, Competency analysis and approaches to competency analysis, Competency Mapping: Need, development and assessment of Competency Models, Competency and performance, Tools to identify the competencies of the employees.

**UNIT - V**

**Integration of Competency based HR- Competency Based- Selection, Interview, Remuneration.**

**Suggested Readings:**

- Performance Management by Robert Bacal.
- Competency Based HRM, Ganesh Sheemon, Tata McGraw Hill.
- 360 Degree Feedback, Competency Mapping and Assessment Centre, Radha R Sharma
- Performance Management, Ramesh Book Depot.
- Understanding, Designing & Implementing Models in Organization.