

Curriculum Plan: B.Com.(H)Performance Management
(NEP) 2026: Semester – VII

Dr. Alka Chaturvedi Associate Professor Department of Commerce Kalindi College, University of Delhi, Delhi- 110008		Marks Distribu tion	Theory	90 Marks	
			Internal Assessment	Assignments	12
				Class- Test	12
				Class Attendance	6
		Continuous Assessment	Tutorial Attendance	05	
			Various Activities	35	
Classes Assigned	Lectures	3 per week			
	Tutorial	1 per week			
		Topics			
	Started from 28th July2026(July- August)	Unit 1: Introduction to Performance Management (9 hours) ➤ Meaning of Performance Management ➤ Features of Performance Management ➤ Principles of Performance Management ➤ Objectives of Performance Management ➤ Purpose of Performance Management ➤ Performance Management vs Performance Appraisal: Meaning and Key Differences ➤ Performance Management as a System: <i>Meaning, Importance and Types of PMS</i> Process of Performance Management: <i>Meaning, Nature and Process</i>			Class discussion for making the students understand the new subject

	September – October 2026	Unit 2: Performance Planning and Managing Performance (12 hours) ➤ Developing Performance Planning: <i>Concept and Nature of Performance Planning</i> ➤ Performance Agreement and Action Planning: <i>Concept of Planning Agreement and Five Components (Developing Role Profiles, Objectives and Standards, Competencies, Performance Measures and Indicators, Corporate Core Values and Requirements)</i> ➤ Methods of Managing Performance of all the levels of Management (including labor), Graphics rating scale, Ranking Methods, Paired Comparison Methods, Forced Distribution Method, Critical Incident Method, Behaviorally Anchored Rating Scales, 360-Degree Performance Appraisal, Performance Feedback and Counselling, Performance analysis for Individual and organisational Development, Competency Mapping. (<i>Brief Explanation, Features, Merits and Demerits of all methods of Managing Performance</i>)	Assignment
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	October- November 2026	Unit 3: Learning Organisation and Performance Based Compensation (12 hours) ➤ Learning Organisation: <i>Concept and Nature</i> ➤ Peter Senge Model: <i>Brief Explanation, Five Principles, Senge's Tools for Learning</i> ➤ Need for Learning Organisation ➤ Types of Learning Organisation: (<i>Single Loop, Double Loop, and Triple Loop</i>) ➤ Factors Affecting Learning Organisation ➤ Obstacles to Learning Organisation, ➤ Performance Management and Compensation: <i>Concept, Nature and Types of Compensation (Monetary and Non-Monetary compensation)</i> ➤ Performance Related Pay: <i>Concept, Nature and Types of PRP</i> ➤ Criteria for Performance Related Pay ➤ Installing and Monitoring PRP. Challenges of PRP	Test, Presentation
	November 2026	Unit 4: Implementation of Performance Management (12 hours) ➤ Performance Management and Career Planning: Concept, Nature, Advantages and Significance, Limitations, ➤ Coaching and Mentoring in Performance Management: Concept, Advantage and Disadvantage of Coaching and Mentoring, ➤ <i>Roles of Coach in Performance Management</i> ➤ <i>Relationship between Coach and Coachee</i> ➤ <i>Role of Mentors</i>	Group Discussions , Problem Solving Exercises, LR etc & Revision

		➤ <i>Relationship Between Mentor and Mentee</i> Performance Management and Talent Management: Concepts, Features, and Strategies to retain employees.	
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