



Indra Ganesan

COLLEGE OF ENGINEERING

Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai
Accredited by NAAC with 'B+' Grade, 2(f) & 12B Status Institution by UGC

IG Valley, Madurai Main Road, Manikandam, Tiruchirappalli - 620012

NAAC DOCUMENTS

QUALITY INDICATOR FRAME WORK

CRITERION – 1

CURRICULAR ASPECTS

SUBMITTED BY

IQAC

INTERNAL QUALITY ASSURANCE CELL

INDRA GANESAN COLLEGE OF ENGINEERING





DEPARTMENT OF MANAGEMENT STUDIES
ACADEMIC YEAR 2020-2021 / EVEN SEMESTER

Academic Flexibility (30)

Number of Certificate/Value added courses offered and online courses of MOOCs, SWAYAM, NPTEL etc. (where the students of the institution have enrolled and successfully completed during the last five years)

AND

Percentage of students enrolled in Certificate/ Value added courses and also completed online courses of MOOCs, SWAYAM, NPTEL etc. as against the total number of students during the last five years

VAC Title:	“Performance Management System With Case Studies”				
Resource Person:	Mr.A.JenoFranklin HR ToolFab Engineering Industries Private Limited Trichy				
Date of conduct from:	11.02.2021	To:	15.02.2021	Duration:	30 Hours
Organized Department:	MANAGEMENT STUDIES				
Participant Year:	I MBA	Semester:	EVEN	No. of Students Registered:	26
Venue:	MBA Seminar Hall				

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DEPARTMENT OF MANAGEMENT STUDIES 4.02.2021
Academic Year 2020-2021–Even Semester

Ref:IGCE/MBA/2020-21/VAC/09

DEPARTMENT CIRCULAR

Department of Management Studies and IQAC, IGCE in association with **Tool Fab Engineering Industries Private Limited**, organizing Value Added Course for all First year MBA students on “**Performance Management System With Case Studies**” from 11.02.2021 to 15.02.2021. Certificates will be issued to the eligible participants at the end of the Course. This training is to be provided in our campus.

Interested students can register their names with the VAC Co-ordinator Mrs.Nisha Martina L AP/MBA of this program on or before 11th February 2021.

Resource Person:	Mr.A.Jeno Franklin Tool Fab Engineering Industries Private Limited Trichy
Google Meet Link	https://meet.google.com/iez-bktx-hiw

B. Thiruv
HOD/MBA

Dr. G. Balakrishnan
Dr. G. Balakrishnan, M.E., Ph.D.,
Principal

[Signature]
PRINCIPAL

Cc:

- Principal Office
- IQAC Co-Ordinator
- HoD/ MBA
- I-Year MBA Students
- Notice Board

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Value Added Course on "Performance Management System With Case Studies"

SYLLABUS

S.NO	TOPIC COVERED	DURATION (in hours)	DATE
1	Performance Management System A Case Study of NTPC and Discussion	6	11.02.2021
2	Performance Management System A Case Study in IT work and Discussion	6	12.02.2021
3	Performance Management System A Case Study in Public sector and Discussion	6	13.02.2021
4	Performance Management System A Case Study in International Industrial companies and Discussion	6	14.02.2021
5	Performance Management System A Case Study in Bharathi Airtel/Tata Motors and Discussion	6	15.02.2021
Total Hours		30	

B. P. Lee
HOD/MBA

(Signature)
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(Signature)
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STUDENTSPARTICIPATIONLIST

VACPROGRAM-"PerformanceManagementSystemWithCaseStudies"

S.No.	Reg.No	Student'sName	Year/Branch
1	811220631001	Anushal	IMBA
2	811220631002	ArunK	IMBA
3	811220631005	DineshAntonyS	IMBA
4	811220631006	DiviyaJ	IMBA
5	811220631009	GeorgeS	IMBA
6	811220631011	HonestrajM	IMBA
7	811220631012	JayaranIT	IMBA
8	811220631013	JeevarajS	IMBA
9	811220631014	KalaiselvanP	IMBA
10	811220631015	KalaivendanR	IMBA
11	811220631016	KanimozhiD	IMBA
12	811220631017	KarunaMoorthyM	IMBA
13	811220631018	LavanyaP	IMBA
14	811220631019	MaheshwariM	IMBA
15	811220631021	NandhigaR	IMBA
16	811220631022	NandhiniV	IMBA
17	811220631023	RajakarthiK	IMBA
18	811220631024	SakthipriyaS	IMBA
19	811220631025	SathyaseelanS	IMBA
20	811220631026	SiranjeeviK	IMBA
21	811220631027	SoundaryaR	IMBA
22	811220631028	TamilarasanK	IMBA
23	811220631029	ThiruppathiV	IMBA
24	811220631030	VergineSainaY	IMBA
25	811220631031	VimalaN	IMBA
26	811220631033	VinothS	IMBA


VAC Coordinator


HoD/MBA

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SWAYAM (Recognized) (1975) & UGC (Recognized) (1977)



Report on Value Added Course

Title:	"Performance Management System With Case Studies"		
Resource Person:	Mr. A. Jenofranklin ToolFab Engineering Industries Private Limited Trichy		
Date of conduct from :	11.02.2021	To:	16.02.2021 Duration: 30 Hours
Organized Department :	MANAGEMENT STUDIES		
Participant Year:	1 Year MBA	No. of Students Registered :	26
Venue:	MBA-Seminar Hall		
Sample Photo			
 VAC Coordinator	 HoD/MBA	 Principal	

Dr. G. Balakrishnan, M.E., Ph.D.,

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Report on Value Added Course

Title: **"Performance Management System With Case Studies"**

Resource Person: Mr. A. Jen Franklin
Tool Fab Engineering Industries Private Limited Trichy

Date of conduct from: **11.02.2021** To: **16.02.2021** Duration: **36 Hours**

Organized Department: **MANAGEMENT STUDIES**

Participant Year: **IMBA** No. of Students Registered: **26**

Venue: **MBA-Seminar Hall**


Outcome of Value Added Course (VAC): At the end of the Course, Students can able to

- NTPC, performance management system evaluates five components namely performance, competencies, values, potential appraisal, performance and potential appraisal.
- Aligning employee behavior with strategy
- Determine whether any governments have implemented "high performance" systems, rather than a comprehensive survey approach
- A new model for performance analysis based on four main perspectives of international industrial companies.
- A positive feedback will encourage the employee to work smarter and look for opportunities of Growth or Incentives

Assessment Process

- Students, who are securing more than 70% on total score and secured more than 75% in attendance is eligible to receive the certificate for the VAC course conducted
- Total Score = $(0.5 * \text{Attendance in VAC out of 100 percentage} + 0.5 * \text{Test mark in VAC out of 100 marks})$


VAC Coordinator


HoD/MBA


Principal


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Name of the Student: Aran. K

Year/Sem: I - MBA

AU Register Number: 811220631002.

21/25

Value Added Course on "Performance Management System With Case Studies"

MCQ QUESTIONS (25X4=100 Marks)

1. People are known to be more productive when they:
 - A. Are knowledgeable of their results through feedback as to how they are performing.
 - B. Have clear, attainable objectives (also called goals) to achieve.
 - C. Are involved in setting of tasks and objectives.
 - D. (a), (b) and (c)
2. It is necessary to review the goals of the organization to:
 - A. Create a linkage between units of performance and the preferred organizational goals.
 - B. Maximize profits of the organization
 - C. Align the individual and organizational goals
 - D. Create distinctiveness.
3. Performance agreement aims at helping
 - A. The organization to work effectively.
 - B. Decide the matters of compensation
 - C. The staff to develop, put in place at least one more chance to meet the expectation of the staff members.
 - D. Identify the training needs
4. An effective performance management helps in
 - A. Evaluation of a job
 - B. Evaluation of competitiveness in market
 - C. Evaluate the decision taking capacity of managers
 - D. Evaluate the decision taking capacity of the subordinates
5. Performance management is an interlinked process because:
 - A. It interlinks the organization with the globalized market
 - B. It interlinks with other key processes such as business strategy, employee development, total quality management and other business processes.
 - C. It interlinks the individual goals with the organizational goals.
 - D. It interlinks the management and subordinates
6. Performance management is a continuous process because:
 - A. It involves the human resource of the organization
 - B. It involves the work environment of the organization.
 - C. It involves planning, sharing, measuring, interacting, motivating and development of employees as well as organization
 - D. It involves the strategies of the organization
7. Which one of these is function of performance appraisal system?
 - A. Training and development
 - B. Compensation strategies
 - C. Promotion
 - D. All of the above
8. Effectiveness of an appraisal system depends upon:
 - A. The degree of clarity of roles
 - B. The structure, design and method of appraisal system

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- A. Consolidate goal setting.
B. Ensure employee's performance is supporting the company's strategic aims.
C. Ensure employee has the tools needed to perform the job.
 D. Evaluate employee's performance against standards.
18. The increasing use of performance management reflects:
A. Every employee's efforts must focus on helping the company achieve its strategic goals.
B. The popularity of TQM concepts.
 C. Traditional performance appraisals are often counter-productive.
D. All the above.
19. Reasons for appraising a subordinate's performance include:
A. Appraisals play a part in the employer's salary raised decisions.
 B. The supervisor and the employee together develop a plan for correcting the employee's deficiencies.
C. Appraisals play an integral role in performance management.
D. All the above.
20. Supervisors can ensure that employees are satisfied with their performance appraisals by ensuring that employees:
 A. Have the opportunity to present their ideas and feelings.
 B. Have a helpful and constructive supervisor conduct the interview.
C. Do not feel threatened during the interview.
D. All the above.
21. Which of the following statements about performance management systems is not true?
A. They encourage a short-term view among managers.
B. Recommendations are prescriptive and suggest one best way.
C. They cause stress for employees.
 D. They improve organizational performance in the long-term.
22. The process of evaluating an employee's current and/or past performance relative to his or her performance standards is called _____.
A. recruitment
B. employee selection
 C. performance appraisal
D. organizational development
23. When goal setting, performance appraisal, and development are consolidated into a single, common system designed to ensure that employee performance supports a company's strategy, it is called _____.
 A. strategic organizational development
 B. performance management
C. performance appraisal
D. human resource management

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Name of the Student: Thirupathy, V

Year/Sem: I - MBA

AU Register Number: 811220631029

18/25

Value Added Course on "Performance Management System With Case Studies"

MCO QUESTIONS (25X4=100 Marks)

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D. human resource management


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Value Added Course on "Performance Management System With Case Studies"

ANSWERKEY

1	B	6	C	11	A	16	A	21	D
2	A	7	B	12	D	17	D	22	C
3	D	8	A	13	B	18	C	23	B
4	C	9	D	14	A	19	B	24	B
5	A	10	C	15	D	20	A	25	A

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16	811220631022	NandhiniV	IMBA	/	/	/	/	/	/	/	/	/	/	27	Through Online
17	811220631023	Rajakarthik	IMBA	/	/	/	/	/	/	/	/	/	/	24	
18	811220631024	SakthipriyaS	IMBA	/	/	/	/	/	/	/	/	/	/	30	
9	811220631025	SathyaseelanS	IMBA	/	/	/	/	/	/	/	/	/	/	30	
20	811220631026	SiranjeeviK	IMBA	/	/	/	/	/	/	/	/	/	/	30	
21	811220631027	SoundaryaR	IMBA	/	/	/	/	/	/	/	/	/	/	30	
22	811220631028	TamilaresanK	IMBA	/	/	/	/	/	/	/	/	/	/	30	
23	811220631029	ThirupathiV	IMBA	/	/	/	/	/	/	/	/	/	/	27	
24	811220631030	VergineSainaY	IMBA	/	/	/	/	/	/	/	/	/	/	30	
25	811220631031	VimalaN	IMBA	/	/	/	/	/	/	/	/	/	/	30	
26	811220631033	VinothS	IMBA	/	/	/	/	/	/	/	/	/	/	30	

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Principal

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VAC Coordinator

HoD/MBA



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STUDENTS EVALUATION

MARKSHEET FOR VALUE ADDED COURSE PROGRAM- Performance Management system with Case Studies

S.No.	Reg.No	Student's Name	Year/ Branch	Attendance Details		VAC-MCQ TEST		OVERALL MARK(100) (50% of A + 50% of B)
				No. of Session Attended	Attendance Mark(100) (A)	No of Correct Answers	MCQ Mark(100) (B)	
1	811220631001	Anushaj	IMBA	30	100	22	88	94
2	811220631002	ArunK	IMBA	30	100	21	84	92
3	811220631005	DineshAntonyS	IMBA	30	100	23	90	95
4	811220631006	Diviyaj	IMBA	30	100	20	80	90
5	811220631009	GeorgeS	IMBA	27	90	19	76	83
6	811220631011	HonestrajM	IMBA	24	80	22	88	84
7	811220631012	JayaranT	IMBA	27	90	21	84	87
8	811220631013	JeevarajS	IMBA	30	100	22	88	94
9	811220631014	KalaiselvanP	IMBA	24	80	22	88	84
10	811220631015	KalaivendanR	IMBA	30	100	22	88	94
11	811220631016	KanimozhiD	IMBA	27	90	21	84	87
12	811220631017	KarunaMoorthyM	IMBA	30	100	20	80	90
13	811220631018	LavanyaP	IMBA	30	100	20	80	90
14	811220631019	MaheshwarIM	IMBA	30	100	18	72	86
15	811220631021	NandhigaR	IMBA	30	100	20	80	90



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CERTIFICATE OF COMPLETION

*This is to certify that Mr/Ms ANUSHA J of I Year has successfully completed
the Value Added Course "Performance Management System With Case Studies"
Conducted by Department of MASTER OF BUSINESS ADMINISTRATION
From 11.02.2021 to 15.02.2021 during the Academic Year 2020-2021.*

B. R.
HoD / MBA

[Signature]
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This is to certify that Mr/Ms JEEVARAJS of I Year has successfully completed the Value Added Course "Performance Management System With Case Studies" Conducted by Department of MASTER OF BUSINESS ADMINISTRATION From 11.02.2021 to 15.02.2021 during the Academic Year 2020-2021.

B. R. S.
HoD / MBA

G. Balakrishnan
Dr. G. Balakrishnan, M.E., Ph.D.,
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G. Balakrishnan
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CERTIFICATE OF COMPLETION

This is to certify that Mr/Ms LAVANYA P of I Year has successfully completed the Value Added Course “Performance Management System With Case Studies” Conducted by Department of MASTER OF BUSINESS ADMINISTRATION From 11.02.2021 to 15.02.2021 during the Academic Year 2020-2021.

B. R. S.

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[Signature]
Dr. G. Balakrishnan, M.E., Ph.D.,

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CERTIFICATE OF COMPLETION

This is to certify that Mr/Ms NANDHINI V of I Year has successfully completed the Value Added Course “Performance Management System With Case Studies” Conducted by Department of MASTER OF BUSINESS ADMINISTRATION From 11.02.2021 to 15.02.2021 during the Academic Year 2020-2021.

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CERTIFICATE OF COMPLETION

*This is to certify that **Mr/Ms VINOOTH S** of 1 Year has successfully completed
the Value Added Course “Performance Management System With Case Studies”
Conducted by Department of **MASTER OF BUSINESS ADMINISTRATION**
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HoD / MBA

G. Balakrishnan
Dr. G. Balakrishnan, M.E., Ph.D.,

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CERTIFICATE OF COMPLETION

*This is to certify that Mr/Ms DIVIYA of I Year has successfully completed
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