

Course Overview:

MODULE 1: Competency, Performance and PCMs

- What is Competency
- Competency Iceberg Model
- Classification of Competencies
- Measurement of Competency
- Performance Aspects
- Types of Performance Measurement
- Performance and Competence Management as a Concept
- PCMS Model.

MODULE 2: The Balanced Scorecard

- Performance Planning
- The Balanced Scorecard
- Cascading Process
- The Balanced Scorecard Measures

MODULE 3: Competency Frameworks and Maps

- What is Competency Map / Framework
- Types of Framework
- Uses of Competency Framework
- Creating a Competency Map
- Quan Competence Framework
- Threshold Trait Analysis
- Using BARS for Competency Maps
- Implementing the Mapping Process

MODULE 4: Performance Review Systems

- Model for Performance Review
- Perspective Involved in Performance Reviews
- Performance Rating Methods
- Common Problems with Rating

MODULE 5: Assessment Centers

- What are Assessment Centers
- Historical Perspective on Assessment Center
- Basic Steps Followed in an Assessment Center
- Types of Techniques Used in Assessment Centers

- Designing an Assessment Center
- Assessment Matrix

MODULE 6: Performance Analysis & Improvement

- From Training to Performance
- Root/Major Cause Analysis
- Identifying Casual Factors – Setting Learning Goals and Objectives
- Selecting Best Training Method
- Development a Good Design
- Building Appropriate Evaluation Methodology

Objectives:

This program would develop an understanding and knowledge of the competency mapping & development and performance management system that would help the HR professionals to implement it effectively in their organizations. This program also aims to advance your skills, increase your competence and build your knowledge of HR issues, which are relevant to managers or executives in any industry or organization. This program will equip the faculty with the importance of competency mapping program.

At the same time this program develops an understanding and knowledge of the competency mapping and development and performance management system that would help the faculty to implement it effectively in their organizations. This program is designed to equip the faculty with the importance of performance and competence management.



INDIAN INSTITUTE OF PLANTATION MANAGEMENT BANGALORE

(An Autonomous Organization of the Ministry of Commerce & Industry, GOI)

IIPM

Two Day Faculty Development Programme

on

Performance and Competency Mapping

9th & 10th March 2019



By attending this workshop the participants will:

- Lean **Competency Iceberg Model**
- Create well developed competency maps for your organization
- Understand how **BARS can be used for competency assessment**
- Learn **5 major aspects of performance management**
- Learn **4 major types of performance management**
- Learn how a **PCMS works and how to improve your performance management system**
- Learn the **3 types of competency frameworks**
- To develop performance appraisal system to give effective feedback to employees and find out the necessary areas of development
- Learn **what is an assessment center and how to design an assessment center**
- To implement better performance management system in your organization effectively.

Methodology of Facilitation:

- Highly interactive session including relevant information, case methodologies, practical aspects and solutions, studies and practice sessions.

Unique benefits to the participants:

- Get a comprehensive information packed courseware during the program and for back home use.
- Learn from the industry experts who have a vast experience in the area of HR.
- Network with other professionals with same background and interest.

Who should attend?

- Faculty of B-Schools in HRM area

Faculty

Eminent faculty members from distinguished institute

Course Fee and Mode of Payment

- Rs. 4500/- per participant including service tax (Programme kit, certificate, lunch, tea & snacks)
- The fee can be paid by Demand Draft in favour of "Indian Institute of Plantation Management" payable at "Bengaluru"
- The fee can also be paid via e-transfer NEFT (Bank Detail is furnished below):

Bank Name: United Bank of India

Branch: IIPM Campus Branch, Bengaluru

A/C No.: 1586050000611

IFSC Code: UTBI0IPC856 (Fifth character "0" read as Zero)

Swift Code: UTBIINBBECB

MICR No.: 560027009



Venue: Indian Institute of Plantation Management, Bengaluru

Registration:

Interested participants can fill-in-the registration form (available on www.iipmb.edu.in) and send it along with the fee (Demand Draft / E-transfer receipt) to the following address:

Program Guide:

Dr. Ananda Das Gupta

Associate Professor (HR Area)

Program Coordinator:

Dr. Archana Thulaseedharan

Assistant Professor (HR/OB)

Indian Institute of Plantation Management

Jnana Bharathi Campus, P. O. Malathalli

Bangalore 560 056

Tel No: 080-23397322 / 9845327400

E-mail: anandadg06@gmail.com

Website: www.iipmb.edu.in



Indian Institute of Plantation Management Bengaluru

(An Autonomous Organization of the Ministry of Commerce & Industry, Govt. of India)

Registration form

Faculty Development Programme on Performance and Competency Mapping 9th & 10th March 2019

1. Name: _____

2. Qualification: _____

3. Organisation Name & Designation (if any): _____

4. Address for Communication: _____

E-Mail: _____ ☎: _____

5. Work experience: _____

Candidate's Signature

Filled in application shall be sent to:

MDP Office, Indian Institute of Plantation Management

JnanaBharathi Campus, P.O. Malathalli, Bengaluru 560 056

Tel: 91-80-23217806, 91-80-23211716 (EPABX), **Fax:** 91-80-23212775

E-mail: mdp.iipmb@gmail.com; **Website:** www.iipmb.edu.in