



# **ITEC / SCAAP Course 2016 – 17**

## **Certificate Course in Performance Management Systems: A Strategic Tool**

January 09, 2017 to January 20, 2017

(Two Weeks Programme)

Course Director: Prof Shailendra Nigam

**Centre for Corporate Governance & Social Responsibility**

**International Management Institute, New Delhi**

## **Aims & Objectives of the Course**

- Analyze the evaluation designs of Organizational Performance
- Sensitize professionals about the tools & techniques for enhancing the evaluation of teams
- Orient participants on issues & challenges of implementing 360 degree appraisal and Balance Score Card
- To orient and provide practical exposure of functioning of Government Departments and Indian Public Sector Enterprises (PSEs)

## **Course Contents / Syllabus**

- Sensitization about Indian Culture
- Evaluating Organizational Performance
- Evaluating Teams
- Tools & Techniques for evaluating Individual Performance
- Building Appraisal Processes
- 360 Degree Appraisal
- Balance Score Card
- Performance Related Rewards
- Designing PMS

Study Tour for orientation and practical exposure including outstation visit (Local and outstation)

## **Mode of Evaluation of performance of the participants**

The instructors can design appropriate method of evaluation as per the requirements of the course and method of instruction. Students' evaluation may comprise of preparation made for the class and participation, quizzes, assignments, and any other criterion that the instructor concerned may decide.

Each participant will be given a certificate on successful completion of the course.

## **Eligibility Criteria for Participants**

### **Educational Qualifications**

Graduation in any discipline

### **Work Experience required, if any**

Around 5 years of work experience

### **Age Limit**

As per ITEC norms (25-35 years)

### **Target Group**

Senior officers of Government and middle level Executives of Public Enterprises

## Course Director:

**Prof. Shailendra Nigam**, is Associate Professor of OB/HR , Chairperson Admissions & Convener, Centre for Corporate Governance & Social Responsibility at IMI, New Delhi. He is trained at IIM Ahmadabad, and has been part of core team in establishing number of B-Schools. A determined researcher, he has been co-author of books on Business Studies for NCERT responsible for shaping management education at school level. He has authored a text book on TQM for management students and few research papers, published in journals and conferences. Prof. Nigam has organized International training programmes for Project Directors of SAARC countries and Sri Lanka Government for their provincial council members. Trained more than 200 senior government officials of 70 plus countries on Corporate Governance, Excellence in Public Enterprises & Performance Management system sponsored by Ministry of External Affairs, Govt. of India. Has organized open MDPs & trained more than 100 senior executives of CPSEs on CSR & Sustainability: New Mantras of Corporate Strategy. He has been consultant to Govt. of India and Indian corporates on various issues. He was awarded with **“Best Professor Award in the area of OB/ HR”** in the 4th Asia’s Best B-School Awards held at **Singapore** in 2013.

## About IMI

Nestled in Qutab Institutional Area, International Management Institute (IMI), New Delhi was established in 1981 in Collaboration with IMI Geneva (now IMD Lausanne). IMI is India’s first corporate sponsored Business School with sponsorship from corporate houses like RPG Enterprises, Nestle, ITC, SAIL, Tata Chemicals, BOC and Williamson Magor etc. Over a period of time in the last 32 years the Institute has acquired a truly global status. The Institute received UNDP assistance for also various other international linkages with bodies like World Bank, UNDP, ILO, UNCTAD, Asian Productivity Organization etc. All our PGDM programmes are accredited by Association of MBAs (AMBA), UK as well as National Board of Accreditation (NBA), AICTE, Government of India. The National Institutional Ranking Framework, Deptt. Of Higher Education, Ministry of HRD, GOI in its recent rankings (April 2016) have ranked IMI New Delhi at No.7 in India Rankings 2016 and at No.1 as a Private Business School.

To provide a global prospective to the students, the Institute’s flagship two year Post-Graduate Programme in Management has a student exchange programme with various European Schools such as ESC Rennes, France, MIP School of Management France, Graz University Austria, IESEG School of Management and IDRAC Lyon, France etc.

Besides this IMI is one of the empanelled Institute of the Ministry of External Affairs, GOI, for special Commonwealth Assistance Programme under which the Institute gets the executive MBA students from various Afro-Asian and Latin American countries for its 15 months Executive Post-Graduate Programme in Management. Today IMI enjoys the place of esteem among the leading management Institutes and the patronage of reputed business organization in the country. The aim, approach and activities of IMI are guided by all its stakeholders - students, alumni, corporate patrons and society in general.