

Lecture Plan		
Name of the College: Government College of Arts, Science and Commerce. Sanquelim - Goa		
Name of Faculty: Ms.Navami N Sawant	Subject: Strategic Performance Management (VET)	
Paper code: : CCA-221	Program:S.Y B.COM	Division: NOT APPLICABLE
Academic year: 2024-2025	Semester: IV	Total Lectures: 60
Course Objectives: <ol style="list-style-type: none"> 1. To provide learners in depths understanding about basics of Strategic Performance Management. 2. To provide learners with the various Strategic Performance Management evaluations & improvement tools. 3. To acquaint students with benchmarking and bench improvement tools. 4. To equip students with performance of enterprises risk management. 		
Course Outcome: <ol style="list-style-type: none"> 1. Create comprehensive understanding about Strategic Performance Management 2. Apply various performance measurements, evaluation and improvement tools. 3. Apply benchmarking and bench trending in performance measurement 4. Conduct risk analysis and predict corporate distress. 		
Student Learning Outcome: <ol style="list-style-type: none"> 1. Create comprehensive understanding about Strategic Performance Management 2. Apply various performance measurements, evaluation and improvement tools 3. Apply benchmarking and bench trending in performance measurement 4. Conduct risk analysis and predict corporate distress 		

Month	Lecture From	Lecture To	No. of lectures allotted	Topic, Subtopic to be covered	Exercise/ Assignment	ICT Tools	Reference books
December 2024	09/12/24	14/12/24	6	Unit 1: Introduction to Performance Management		PPT	Agarwal, P. (2014). Performance Management. Venus Books Publishers.
	16/12/24	21/12/24		Introduction - Performance Productivity & Efficiency Performance Management-			
January-February 2025	02/01/25	04/01/2025	18	Objectives of Performance management			Armstrong, M. (2008). Performance Development and Management. Ahmedabad: Jaico Publication
	06/01/25	11/01/25		Elements of performance management			
	13/01/25	18/01/25		Financial Report Analysis - Tools of Financial Report Analysis			
	20/01/25	25/01/25		Corporate credit score - difference between credit score and credit rating – Credit Rating Agencies India overview			
	27/01/25	01/02/25		Unit 2: Performance Measurement Evaluation and Improvement tools (part I) Introduction-People Performs Management,			
			16			PPT	
February-March 2025	03/02/25	08/02/25	16	- Introduction, Evaluation, Prospective, Benefits Limitations, Guidelines for implementation of BSC		PPT	Armstrong, M. (2008). Performance Development and
	09/02/25	15/02/25		DuPont Analysis - Introduction, Return on Asset, Return on			

				Equity; Three components DuPont Analysis, Four component DuPont analysis (including practical problems or both).			Management. Ahmedabad: Jaico Publication
	17/02/25	22/02/25		RONA Model - Introduction to return on Net Asset Model implication of RONA model.			
	24/02/25	01/03/25		Unit 3: Performance, Measurement, Evaluation and Improvement tools (part II): Benchmarking and Benchmarking: Introduction, types, process of benchmarking, Difference between Benchmarking and Benchmarking trending;			
March 2025	03/03/25	08/03/25	16	Six Sigma - Meaning, Purpose, Deployments, Difference between Six Sigma and TQM.; - Overview, Components, Essentials, Steps of implementation;		PPT	Armstrong, M. (2008). Performance Development
	10/03/25	15/03/25		; MIS in digital environment - overview, information required at three levels, Strategic objectives of MIS reports, MIS in digital environment			
	17/03/25	22/03/25		Unit 4: Enterprise Risk Management Risk - Meaning, Types of risks- systematic risk and its types,			

				unsystematic risk and its types; Process of risk management, Objectives of risk management			ent and Managem ent. Ahmedab ad: Jaico Publicatio n
	24/03/25	29/03/25		Pooling of risk, Diversification of risk, Ruin theory; Risk analysis - Meaning, Benefits, Methods - Qualitative methods and quantitative methods; SWIFT analysis - Structured what if technique; R			
March-April 2025	31/03/25	05/04/25	8	Risk mapping - Overview, Importance, Process, Limitations; KEY risk indicators - Overview, Purpose, Features and Types; Corporate risk management -		PPT	Armstron g, M. (2008). Performa nce Developm ent and Managem ent. Ahmedab ad: Jaico Publicatio n
	07/04/25	11/04/25		Interlotting Risk with performance, Risk enabled performance management, Risk retention and Reduction.			
	Component	Max Marks					
	ISA 1	10					
	ISA 2	10					
	Practical						
Assessment Rubrics	Project						
	Semester End Exam	80					

