

HCM533 Managing Talent II: Performance and Development

Level: 5

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY JULY

Synopsis:

HCM533 Managing Talent II: Performance and Development is the second of two courses examining the management of talent within organisations, and follows on directly from HCM531. In this course, students will become familiarised with the latest developments and future trends in both performance management and human resource development: two traditional HCM functions that are heavily interdependent and have important implications for organisational effectiveness.

The first three study units of HCM533 focus on performance management, beginning with traditional conceptualisations such as annual performance appraisals before moving on to consider contemporary alternatives such as frequent informal conversations and “check-ins”. In the second three study units focus will shift to the training and development function. Students will first cover methods of assessing human resource development needs, before moving on to consider differing forms of training and development such as onboarding, technical training, and career management and development.

Topics:

- The performance management process
- Performance management and strategic planning
- Measuring performance
- Implementing performance management systems
- Alternatives to the traditional performance appraisal process
- Performance management, coaching, and human resource development
- Assessing human resource development needs
- Designing, implementing, and evaluating effective human resource development programmes
- Onboarding and socialisation
- Skills and technical training
- Career management and development
- Counselling and wellness

Textbooks:

Herman Aguinis: Performance Management (ISBN: 9780132556385/9781292024073) 3rd Pearson
ISBN-13: 1292024073

Jon M. Werner: Human Resource Development 7th South-Western College Pub
ISBN-13: 9789814844888

Herman Aguinis: Performance Management (ISBN: 9780132556385) 3rd Pearson
ISBN-13: 9781292024073 -AA

Jon M. Werner: Human Resource Development 7th South-Western College Pub
ISBN-13: 9789814844888-AA

Learning Outcome:

- Appraise traditional performance management systems and contemporary alternatives.
- Analyse performance-linked approaches to career management and succession planning.
- Appraise learning and development programmes that deliver return on investment.
- Design performance management systems that drive individual and organisational outcomes.
- Construct career management and succession planning strategies that ensure organisational continuity and growth.
- Formulate learning and development strategies that are aligned with organisational strategy.

Assessment Strategies:

Continuous Assessment Component	Weightage (%)
PRE-CLASS QUIZ	1
PRE-CLASS QUIZ	1
PRE-CLASS QUIZ	1
PRE-CLASS QUIZ	1
PRE-CLASS QUIZ	1
DISCUSSION BOARD	5
TUTOR-MARKED ASSIGNMENT	40
Sub-Total	50

Examinable Component	Weightage (%)
Written Exam	50
Sub-Total	50

Weightage Total **100**