

HRM333 Performance Management

Level: 3

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY SEMESTER

Synopsis:

Performance management is concerned with managing the conduct of staff to achieve individual, team and organisational goals. It is a broad and complex HR function as it encompasses activities such as joint goal setting, continuous progress review, communication, feedback and coaching for improved performance, implementation of employee development programmes and rewarding achievements. This course examines performance management from an organisational perspective and shows how identifying performance requirements, competencies, providing feedback, coaching, and facilitating career development can deliver positive outcomes for the organisation.

Topics:

- Performance management: concepts, models, principles and practice
- The competencies framework
- Goals and performance standards
- Appraisal techniques
- Absolute vs. relative appraisal
- 360 degree feedback system
- Appraisal bias and error
- Effective appraisal interviewing
- Identifying barriers to high performance
- Managing performance
- Employee engagement
- High performance teams

Textbooks:

: Performance Management <PNIE ISBN 9781292024073> Pearson
ISBN-13: 9780132556385-AA

: Performance Management <PNIE ISBN 9781292024073> Pearson
ISBN-13: 9780132556385

Learning Outcome:

- Articulate the concepts, tools, and processes that facilitate performance management
- Identify the barriers to effective performance
- Appraise the importance of the performance management system in relation to business and organisational outcomes
- Develop the tools to evaluate competencies
- Create a competencies development plan
- Develop and set meaningful goals, objectives for performance

| Continuous Assessment Component | Weightage (%) |
|--|----------------------|
| PRE-COURSE QUIZ | 1 |
| PRE-COURSE QUIZ | 1 |
| PRE-COURSE QUIZ | 1 |
| PRE-COURSE QUIZ | 1 |
| PRE-COURSE QUIZ | 1 |
| TUTOR-MARKED ASSIGNMENT | 45 |
| Sub-Total | 50 |

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

Weightage Total **100**