

Liverpool John Moores University

Title: MANAGING PERFORMANCE
Status: Definitive
Code: **7005BUSHM** (111390)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Liverpool Business School

Team	Leader
Maureen Royce	Y

Academic Level: FHEQ7
Credit Value: 20.00
Total Delivered Hours: 39.00
Total Learning Hours: 200
Private Study: 161

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Workshop	39.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS	A written assignment which will apply learning to an organisational context.	100.0	

Aims

To evaluate options relating to performance management strategy, policy and practice and to integrate performance management strategy with other HR strategies and organizational goals.

Learning Outcomes

After completing the module the student should be able to:

- 1 Evaluate the different strategies for and approaches to the management, measurement, and evaluation of performance.
- 2 Critically appraise contemporary issues in performance management strategy, policy and practice.
- 3 Evaluate the circumstances in which effective reward management can contribute to the achievement of business goals in different organisational contexts.
- 4 Formulate appropriate organisational strategies for performance review; target setting; employee development; coaching, mentoring; poor performance and the evaluation of performance management systems.
- 5 Critically appraise the interdependent nature of organisational, departmental, team and individual goals and values together with their impact upon organisational effectiveness.
- 6 Evaluate the need for strategic integration of performance management with other areas of personnel and development and with organizational culture and objectives.

Learning Outcomes of Assessments

The assessment item list is assessed via the learning outcomes listed:

CW	1	2	3	4	5	6
----	---	---	---	---	---	---

Outline Syllabus

The strategic nature of performance management.

The contribution of performance management.

Devising and implementing performance review.

Reward Strategy

Managing performance and reward.

Managing under-performance.

Implementation and evaluation of performance management systems.

Learning Activities

Lecture/Workshop format including integrative block. Students will be required to apply their knowledge within varying organizational contexts. Case studies will be used to assist in this process and students will discuss, where appropriate, the approaches used in their employing organization.

References

Course Material	Book
Author	Armstrong, M. & Baron, A.
Publishing Year	2005
Title	Managing Performance – Performance Management in action
Subtitle	

Edition	
Publisher	CIPD, London
ISBN	

Course Material	Book
Author	Perkins, S.J. & White, G.
Publishing Year	2008
Title	Employee Reward : Alternatives, consequences and contexts
Subtitle	
Edition	
Publisher	CIPD, London
ISBN	

Course Material	Book
Author	Taylor S.
Publishing Year	2008
Title	People Resourcing
Subtitle	
Edition	
Publisher	(4th ed), CIPD, London
ISBN	

Course Material	Book
Author	Williams, R.S.
Publishing Year	2002
Title	Managing Employee Performance - Design and implementation in Organisations
Subtitle	
Edition	
Publisher	Thomson Learning
ISBN	

Notes

This module is available only as a module within the LJMU Masters in Personnel & Development.