

## Liverpool John Moores University

Title: MANAGING PERFORMANCE  
Status: Definitive  
Code: **7058BUSHM** (116355)  
Version Start Date: 01-08-2018

Owning School/Faculty: Academic Portfolio  
Teaching School/Faculty: Academic Portfolio

Team	Leader
Maureen Royce	Y

**Academic Level:** FHEQ7  
**Credit Value:** 15  
**Total Delivered Hours:** 32.5  
**Total Learning Hours:** 150  
**Private Study:** 117.5

### Delivery Options

Course typically offered: Semester 1

Component	Contact Hours
Workshop	32.5

**Grading Basis:** 40 %

### Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	The 3,000 word assignment will require course members to evaluate and analyse a case study and role play ( 1,500 words) and complete a critical evaluation of performance related behavior in an organization with which they are familiar ( 1,500 words).	100	

### Aims

*To provide learners with the knowledge and understanding of the role of performance management in supporting business objectives in diverse environmental conditions. To allow learners to contribute to the development of*

*systems and leadership to communicate performance needs and to develop individual and organizational performance standards to meet a high performing culture.*

## **Learning Outcomes**

After completing the module the student should be able to:

- 1 Analyse, communicate and clarify strategic performance aims and objectives for the organization.
- 2 Design systems and rationale for the creation of a high performance culture influencing individual and organizational performance.
- 3 Critically evaluate tools for managing both achievement and underachievement.
- 4 Assess the impact of leadership, stakeholder involvement and communication on effective performance management.
- 5 Evaluate the need for strategic integration of Managing Performance with other areas of Human Resource Management and with organisational culture and values.

## **Learning Outcomes of Assessments**

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

Report	1	2	3	4	5
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## **Outline Syllabus**

*Performance Management and devising links to the strategic aims of diverse organizations. Evaluating the impact of performance management on both organization and individual*

*Motivational triggers, challenge and leadership in managing performance*

*Supporting embedded process through stakeholder involvement and communication*

*. Mechanisms for performance review and feedback including assessment and measurement tools for review.*

*Developing Performance - Coaching counseling and mentoring to recognize and reward talent and high performance.*

*Underachievement, performance improvement plans and discipline. Design of ethical performance systems which reflect equity and diversity standards.*

## **Learning Activities**

Lecture / Workshop format. Students will be required to apply their knowledge within varying organizational contexts, and to review and evaluate contemporary literature/research. Case studies will be used to assist in this process and students will discuss approaches used in known organizations. Role plays using case study scenario, peer review and feedback. Blackboard discussion groups and on line provision of session materials.

## **Notes**

This module is available as a module within the LJMU Masters in Human Resource Management and as a standalone module for CPD purposes.