

Liverpool John Moores University

Title: PERFORMANCE MANAGEMENT
Status: Definitive
Code: **7500KFMPD** (107586)
Version Start Date: 01-08-2011

Owning School/Faculty: Liverpool Business School
Teaching School/Faculty: Kaplan Financial Manchester

Team	Leader
Maureen Royce	Y

Academic Level: FHEQ7
Credit Value: 15.00
Total Delivered Hours: 39.00
Total Learning Hours: 150
Private Study: 111

Delivery Options

Course typically offered: Semester 2

Component	Contact Hours
Lecture	26.000
Workshop	13.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	individual written assignment	100.0	

Aims

To gain the knowledge required to develop performance management strategy, policy, and practice; and to integrate performance management strategy with other HR strategies and organisational 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 performance
- 3 Analyse the circumstances in which effective reward management can contribute to the achievement of business goals
- 4 Evaluate appropriate strategies for performance review; target setting; employee development; coaching, counselling and 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 on organisational effectiveness
- 6 Evaluate the need for strategic integration of performance management with other areas of HRM and with organisational culture and objectives

Learning Outcomes of Assessments

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

Report	1	2	3	4	5	6
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Outline Syllabus

The strategic nature of performance management
The contribution of performance management
Performance management and employee development
Devising and implementing performance review
Managing under-performance
Implementation and evaluation of performance management systems

Learning Activities

lecture and workshops

References

Course Material	Book
Author	Armstrong, M. and Baron., A.
Publishing Year	1998
Title	Performance management: the new realities
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Course Material	Book
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Author	Armstrong, M.
Publishing Year	2002
Title	Employee Reward
Subtitle	
Edition	3rd
Publisher	CIPD
ISBN	

Course Material	Book
Author	Harrison, R.
Publishing Year	2002
Title	Learning and Development
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Course Material	Book
Author	Williams, R. S,
Publishing Year	2002
Title	Managing Employee Performance
Subtitle	
Edition	
Publisher	Thomson Learning
ISBN	

Course Material	Book
Author	Whiddett, S. and Hollyforde, S.
Publishing Year	2003
Title	A Practical Guide to Competencies
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Notes

Integration of performance management strategy with other HR strategies and organisational goals