Liverpool John Moores University

Title: PERFORMANCE MANAGEMENT

Status: Definitive

Code: **7510ANGHR** (100371)

Version Start Date: 01-08-2013

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

Team	Leader
Charlotte Tommins	Y

Academic Credit Total

Level: FHEQ7 Value: 15.00 Delivered 32.00

Hours:

Total Private

Learning 150 Study: 118

Hours:

Delivery Options

Course typically offered: Standard Year Long

Component	Contact Hours
Workshop	32.000

Grading Basis: 40 %

Assessment Details

Category	Short Description	Description	Weighting (%)	Exam Duration
Report	AS1	3000 word individual coursework	100.0	

Aims

Students should gain the knowledge required to develop 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:

- Analyse and evaluate performance aims and objectives as they relate to specific departments or groups of staff, including leadership and stakeholder involvement
- 2 Evaluate the appropriate strategies for the performance management process.
- 3 Critically appraise the interdependent nature of organizational, departmental, team and individual goals.

Learning Outcomes of Assessments

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

Report 1 2 3

Outline Syllabus

The strategic nature of performance management
The contribution of performance management
Performance management and employee development
Performance management and competency based systems
Devising and implementing performance review
The role of line managers in managing performance
Manager under-performance
Implementation and evaluation of performance management systems

Learning Activities

Workshop Case Studies Group Discussion

References

Course Material	Book
Author	Fleetwood, S and Hesketh, A
Publishing Year	2010
Title	Explaining the performance of human resources
Subtitle	
Edition	
Publisher	Cambridge University Press
ISBN	

Course Material	Book
Author	Aguinis, A
Publishing Year	2008
Title	Performance management
Subtitle	
Edition	2nd
Publisher	Prentice Hall

ISBN	
IODIA	

Course Material	Book
Author	Shields, J
Publishing Year	2007
Title	Managing employee performance management and reward
Subtitle	
Edition	
Publisher	Cambridge University Press
ISBN	

Course Material	Book
Author	Hutchinson, S
Publishing Year	2013
Title	Performance management - theory and practice
Subtitle	
Edition	
Publisher	CIPD
ISBN	

Course Material	Book
Author	Armstrong, M
Publishing Year	2009
Title	Handbook of performance management - an evidence
	based guide to delivering high performance
Subtitle	
Edition	4th
Publisher	Kogan Page
ISBN	

Notes

Class exercises are designed to give ongoing formative assessment to inform the terminal summative assessment