

MID-WESTERN UNIVERSITY, FACULTY OF MANAGEMENT
 MASTER IN BUSINESS ADMINISTRATION (MBA), SYLLABUS 2072 (2016)

Course Title		Performance Management
Course Code Number		MGT 550
Credit Hours		03
Year: II		Semester: IV Specialization: HRM
Course Objectives:		
Main Objective		This course aims to examine the importance of an effective performance management system in helping organizations define and achieve short and long term goals. It explains and reinforces the concept that performance management is not a one-time supervisory event, but an ongoing process of planning, facilitating, assessing, and improving individual and organizational performance.
Enabling Objectives		After the completion of this course, the students will be able to: <ol style="list-style-type: none"> 1. Explore the fundamental theories and best practices in performance management. 2. Illustrate the dynamic nature of performance management through the presentation of new ideas and emerging issues. 3. Provide a forum to discuss personal experiences as they relate to performance management practices in organizations. 4. Provide with the opportunity to use the knowledge acquired in class in the design of a performance management system
Learning Unit (LU)	Learning Hours (LH)	Contents
LU 1	6	The basis of performance management in organization Understanding Performance Management , Definition of performance Management, The performance, management contribution, Dangers of poorly implemented PM systems, Aims and role of PM Systems, Characteristics of an ideal PM systems,- Performance management process, Performance management and strategic planning, Unit Case Study
LU 2	7	Performance planning and agreements Understanding Performance Planning and agreements, Performance and Development planning, Setting objectives Organizational and individual performance plans, Components of Manager performance and development plan Setting mutual expectations and performance criteria, Performance measure and assessment, Checklist of Performance and Development Planning, Unit Case Study
LU 3	9	Performance appraisal system implementation Assessing implementation of performance appraisal, Defining performance, Determinants of performance, Performance dimensions, approaches, to measuring performance, Diagnosing the causes of poor performance, Choosing a performance,

MID-WESTERN UNIVERSITY, FACULTY OF MANAGEMENT
 MASTER IN BUSINESS ADMINISTRATION (MBA), SYLLABUS 2072 (2016)

		measurement approach., Measuring results and behaviors, Gathering performance information, Implementing performance management system. Conducting Staff Appraisals: Introduction, Need, Skills required, Role of the appraiser, Job description & job specification, Appraisal methods, Conducting an appraisal interview, Follow up & validation, Present thoughts & future directions. Unit Case Study
LU 4	6	Performance consulting Understanding of Performance Consulting, Concept, The need for performance consulting, Role of the performance consulting, Designing and using performance, Relationship maps, Contracting for performance consulting services, Organizing performance improvement department. Unit Case Study
LU 5	6	Reviewing performance The overview of performance review, Performance review meeting, Performance review difficulties, Performance review issues and analysis, Performance review process (what, when and how approaches), Unit Case Study
LU 6	8	Improving performance and employee development Analysis of performance Improvement, Improving performance at different levels, Individual level, Team level Organizational level, Problems at managerial level, Dealing with the problems overall strategy Dealing with problems- Human resource improvement, Managing underperformers, Personal Development plans (360 degree feed back as a developmental tool), Unit Case Study
LU 7	6	Performance management & reward systems Performance management and provision of reward system, Performance linked, Remuneration system, Performance linked career planning & promotion policy, Unit Case Study
References		<ol style="list-style-type: none"> 1. Performance Management, Herman Aguinis, Pearson Education, 2007. 2. The Talent Management Hand Book, Lance A. Berger & Dorothy R. Berger, Tata Mc-Graw Hill 3. Performance Management Key strategies and Practical Guideline s, Michael Armstrong 4. Appraising & Developing Managerial Performance-.T. V. Rao, Excel Books 5. Degree feedback & assessment & development Centers, Volume I, II and III, TV Rao, Et all, Excel Books 6. Performance Management, Dixit Varsha, Ist edition, Vrinda Publications Ltd.

Net Contact Hour is 48 excluding the exams and tests.

Evaluation Module: 50 percent will be assessed through the internal evaluation and 50 percent will be assessed through end semester examination