

MODULE DESCRIPTOR

MODULE TITLE	Performance and Reward Management		
Module Code	25-7B09-00S		
Level	7		
Credit Points	15		
Indicative Assessment Components & Percentage Weightings	Coursework 100%		
Pre-Requisite Modules (if applicable)			
Delivered according to Standard Academic Calendar	Long: 2 semesters	Short: 1 semester	Other delivery pattern:
YES	NO	YES	Block

1 MODULE AIMS

The broad aims of this module are to develop a systematic understanding of performance management and reward management and the ability to develop tools and systems within an organisation. Performance management will be approached from the organisational angle with a view to establishing its impact on an organisation's effectiveness and evaluation of this. Individual performance matters will then be covered to enable students to manage their own performance and that of others such as HR practitioners and line managers. Reward philosophies, approaches, impact and evaluation will be covered, including pay and non-pay elements. In doing this, students will be equipped with appropriate diagnostic skills so that they can undertake critical analysis of performance and reward challenges within an organisation and develop suitable and effective tools to meet these.

2 MODULE LEARNING OUTCOMES BY THE END OF THE MODULE YOU WILL BE ABLE TO:

1. Understand and analyse contemporary developments, issues and state of knowledge relating to performance and reward management.
2. Apply coherently key theoretical concepts and approaches to current issues and challenges within the area.
3. Critically evaluate the contribution of performance and reward management to increased organisational performance.
4. Make appropriate and informed contributions to strategic and operational decision making processes in an organisational context.
5. Formulate and evaluate effective performance and reward policies, practices and tools.

3 INDICATIVE LEARNING, TEACHING AND ASSESSMENT ACTIVITIES

There will be a core of lectures, supported with learning materials, intended to provide students with a framework of knowledge around which they will be encouraged to read and develop their own learning. The lectures will be supported with workshops/seminars which will provide an opportunity to apply some of the concepts and theories introduced in the lectures and to explore and debate contemporary issues. The workshops/seminars will provide an active learning environment which will include discussion, debate, analysis of case studies, critique of articles, practical tasks and student-led presentations.

Students will be expected to make use of a range of resources including textbooks, peer refereed articles, periodicals, reports, newspapers and websites and contribute to class discussions of subject areas covered.

Formative feedback will be included within sessions. The assessment is based on one component consisting of two elements. A coursework assignment (50%) and an end of module time constrained exercise (50%).

4 INDICATIVE MODULE CONTENTS / TOPICS

- Strategic aspects relating performance and reward management to wider HRM strategic thinking
- Performance management systems at the organisational level - benefits, evaluation and limitations
- Measuring individual performance, performance coaching and appraisals
- Linking performance to the management of rewards
- The aims of reward management - total rewards, rewarding different groups, different aspects of the reward package
- Underpinning theories relating to motivation and the psychological contract and economic influences
- Pay and reward systems - competency-based pay, performance-related pay, team pay, job evaluation, broad grading etc.
- The role of the Trade Unions in negotiating rewards
- Influence of employment law (for example minimum pay legislation, equal pay for equal value)
- Benefits and non-financial rewards
- International reward management

FURTHER INFORMATION ABOUT THIS MODULE

- FURTHER / ADDITIONAL INFORMATION IS AVAILABLE TO SUPPORT THIS MODULE, THIS INCLUDES ASSESSMENT CRITERIA DETAILING HOW YOUR PERFORMANCE IN THE MODULE WILL BE MEASURED, HOW YOU WILL RECEIVE FEEDBACK, DETAILS OF LEARNING RESOURCES AND KEY READINGS
- THIS INFORMATION CAN BE FOUND IN
 - *The Module Guide*
 - *Resource Pack*
 - *Module Blackboard Site*
- NOTE THAT THIS ADDITIONAL INFORMATION MAY BE SUBJECT TO CHANGE FROM YEAR TO YEAR