

MODULE DESCRIPTOR

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| MODULE TITLE | Performance Management | | |
| Module Code | | | |
| Level | 6 | | |
| Credit Points | 20 | | |
| Indicative Assessment Components & Percentage Weightings | 60% Examination 40% coursework | | |
| Pre-Requisite Modules (if applicable) | | | |
| Delivered according to Standard Academic Calendar | Long: 2 semesters | Short: 1 semester | Other delivery pattern: <i>Please specify</i> |
| YES | YES | NO | |

1 MODULE AIMS

The aims of this module are to:

- develop a critical awareness of the relationship between business performance and the strategic role of employee resourcing and reward management;
- critically evaluate theory, research and practice in the fields of performance management, employee resourcing and reward management;
- develop an ability to formulate and implement appropriate employee resourcing policies and systems in order to enhance individual and organisational performance; and
- develop an ability to design, implement and evaluate appropriate reward systems in order to enhance individual and organisational performance.

2 MODULE LEARNING OUTCOMES

BY THE END OF THE MODULE YOU WILL BE ABLE TO:

1. Evaluate the strategic link between HRM, organisational performance and performance management systems and apply these to an organisation;
2. Justify the contribution that effective operational resourcing can make to individual and organisational performance;
3. Design appropriate reward solutions to support organisational requirements;
4. Develop and reflect critically upon appropriate assessment, development and appraisal interventions to support talent identification and utilisation; and

5. Apply philosophical, ethical and legal considerations to the management of people and their working environment

3 INDICATIVE LEARNING, TEACHING AND ASSESSMENT ACTIVITIES

The module will utilise lectures and activity-based seminars. There will be opportunities to apply theory to organisational situations through the use of case studies, role plays and videos. Formative feedback will also be provided on these tasks where appropriate, so that they can see their progress with respect to achieving learning outcomes of seminars.

The assessment for this module comprises 2 tasks:

1. TWO individually written assignments (weighted 40%). Students will be provided with formative feedback on these 1500 word assignments which are designed to assist them with their exam preparation.
2. A three hour exam (weighted 60%) which will be designed to test the students' knowledge and evaluation of relevant theory associated with performance management and their ability to apply this theory to organisational contexts.

4 INDICATIVE MODULE CONTENTS / TOPICS

- Models of strategic human resource management;
- Performance management systems;
- Competency frameworks;
- Alternative selection techniques;
- Appraisal;
- Career and succession management;
- Theories of employee motivation;
- Reward systems, including performance related pay;
- Reward structures, including job evaluation;
- Solutions to deal with presenting problems (e g turnover, poor performance and absenteeism); and
- Flexible working.

FURTHER INFORMATION ABOUT THIS MODULE

FURTHER / ADDITIONAL INFORMATION IS AVAILABLE TO SUPPORT THIS MODULE, INCLUDING 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

Module guide
Blackboard

NOTE THAT THIS ADDITIONAL INFORMATION MAY BE SUBJECT TO CHANGE FROM YEAR TO YEAR.

