Due to Covid 19, the education and evaluation methods may vary from the information displayed in the schedules and course details. Any changes will be communicated on Ufora.

Lecturers in academic year 2019-2020
Decramer, Adelien
EB23 lecturer-in-charge

Course offerings and teaching methods in academic year 2019-2020
A (semester 1) Dutch HoGent on campus seminar 5.0 h on campus lecture 20.0 h

Offered in the following programmes in 2019-2020
Postgraduate Certificate Social Profit and Public Management

Teaching languages
Dutch

Keywords
Performance management, performance measurements, results-oriented management

Position of the course
Management in the social profit and public sector is increasingly driven by result-oriented thinking and acting. Performance Measurement Systems force public sector organisations to think about measurable goals and targets. We elaborate on these new trends in the social profit and public sector. Performance management is an important feature of New Public Management. We also want students to obtain skills to be able to think and act results-oriented.

Contents
☐ Applying the principles of New Public Management public in social profit organizations
☐ Performance Measurement Systems
☐ Monitoring and evaluation systems such as balanced scorecards
☐ Introduction of performance management

Initial competences
It is required that the student is in possession of a Master or bachelor degree for all postgraduate courses of ‘Social Profit and Public Management’. If not, the candidate possesses sufficient experience prior to the learning to obtain the same level with a bachelor or master. The candidate also has to complete the intake interview, explaining his/her motivation.

Final competences
1 The student has a critical understanding of New Public Management.
2 The student has an insight in the characteristics of an effective performance management in public and social profit organizations.
3 The student has a critical understanding of the Balanced Scorecard
4 The student has a critical understanding of employee performance management
5 The student has an understanding of monitoring and evaluation systems used in public and social profit sector.

Conditions for credit contract
Access to this course unit via a credit contract is determined after successful competences

(Approved)
assessment

Conditions for exam contract
This course unit cannot be taken via an exam contract

Teaching methods
On campus lecture, on campus seminar

Extra information on the teaching methods
Lecture: 3 weeks
Group practice: 3 weeks

Learning materials and price
"Organisaties Doen Werken", auteur: Adelien Decramer, uitgever: Borgerhoff & Lamberigts, isbn 9789089318558

References

Course content-related study coaching
The student can express questions and problems to the teacher through different channels:
- Before, during or after classes
- During an appointment with the teacher
- By mail

Evaluation methods
continuous assessment

Examination methods in case of periodic evaluation during the first examination period

Examination methods in case of periodic evaluation during the second examination period

Examination methods in case of permanent evaluation
Participation, assignment

Possibilities of retake in case of permanent evaluation
examination during the second examination period is possible

Extra information on the examination methods
The students are constantly evaluated based on their interactive cooperation during the lessons, throughout exercises and visits. An assignment is given to verify if they have obtained the necessary competences.

If they fail in the first exam period, they get a new assignment in the second session. The marks of the permanent evaluation are transferred to the second examination period.

Calculation of the examination mark
assignment 70%
participation 30%