

Performance Management (F710338)

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.

Course size	<i>(nominal values; actual values may depend on programme)</i>		
Credits 4.0	Study time 120 h	Contact hrs	45.0 h

Course offerings and teaching methods in academic year 2020-2021

A (semester 1)	Dutch	Gent		
			online seminar	0.0 h
			online lecture	0.0 h
			seminar	12.5 h
			PDE tutorial	2.5 h
			lecture	12.5 h
			microteaching	2.5 h
			group work	15.0 h

Lecturers in academic year 2020-2021

Apers, Catherine	EB23	lecturer-in-charge
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Offered in the following programmes in 2020-2021

	crdts	offering
Master of Science in Teaching in Economics (main subject Business Administration)	4	A
Master of Science in Business Administration (main subject HRM and Organizational Management)	4	A

Teaching languages

Dutch

Keywords

performance management, HR metrics, strategy implementation

Position of the course

This course is using a problem based approach. Using a problembased approach, students experience how they function in a team and learn how to deal with different opinions. This course aims to provide students with an perspective on the nature, concepts, theory and trends in performance management. In additions it offers the basic models and theories on performance management. The student should be able to fully understand these concepts and to apply them in business situations

Contents

- Performance measurement en performance management
- Strategy implementation
- HR metrics
- Employee performance management systems

Initial competences

insight in basis management

Final competences

- 1 Acquire basic knowledge about the recent developments in performance management
- 2 To be able to understand how performance management can be applied in organisations.
- 3 To be able to analyse processes and designs of performance management
- 4 To be able to evaluate the applicability of performance management in organisations

Conditions for credit contract

Access to this course unit via a credit contract is unrestricted: the student takes into consideration the conditions mentioned in 'Starting Competences'

Conditions for exam contract

This course unit cannot be taken via an exam contract

Teaching methods

Group work, lecture, microteaching, PDE tutorial, seminar, online lecture, online seminar

Extra information on the teaching methods

presence during groupwork, seminar, tutorials and micro teaching is required.

Learning materials and price

- E-book or reader with chapters from performance management literature
- Slides
- Videos
- The estimated price of a business simulation is 40 euro (under precondition of price changes)

References**Course content-related study coaching**

Students are supported during tutorials and the course and by internet applications: downloadable presentations and cases, discussion forum on the electronic learning environment The lecturer is available for additional support concerning the course content.

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, peer assessment, report

Possibilities of retake in case of permanent evaluation

examination during the second examination period is possible in modified form

Extra information on the examination methods

Presence during groupwork, seminar, tutorials and micro teaching is required.

The team assignment will require that you analyse a performance management system in an organization and defend your analysis (presentation).

The second exam opportunity is an alternative individual assignment.

Calculation of the examination mark

Team assignment: 60 %

Individual assignments: 40 %

Second exam opportunity is an alternative individual assignment: 100 %

Facilities for Working Students

Students need to be present during the first lecture and need to contact the responsible lecturer.