



COURSE OUTLINE: HRM403 - PERFORMANCE MGMT

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Course Code: Title	HRM403: PERFORMANCE MANAGEMENT
Program Number: Name	2041: BUSINESS - H.R.
Department:	BUSINESS/ACCOUNTING PROGRAMS
Academic Year:	2024-2025
Course Description:	This course will focus on performance analysis, employee development, employee leadership, team performance, rewards, laws relating to performance management, and performance management systems.
Total Credits:	3
Hours/Week:	3
Total Hours:	42
Prerequisites:	There are no pre-requisites for this course.
Corequisites:	There are no co-requisites for this course.
Vocational Learning Outcomes (VLO's) addressed in this course:	<p>2041 - BUSINESS - H.R.</p> <p>VLO 2 participate in performance management* processes</p> <p>VLO 3 participate in the planning, delivery, and evaluation of employee orientation, training, and development programs</p> <p>VLO 4 contribute to an organization's success through effective employee relations</p> <p>VLO 5 assist with the administration and communication of the organization's total compensation plan</p> <p>VLO 9 communicate human resources information accurately and credibly in oral, written, and graphic form</p> <p>VLO 10 plan and act on personal professional development plans to achieve ongoing competence in human resources professional practice</p> <p>VLO 11 identify the human resources component of a business plan</p> <p>VLO 12 assist in the collection and analysis of human resources data</p>
Essential Employability Skills (EES) addressed in this course:	<p>EES 1 Communicate clearly, concisely and correctly in the written, spoken, and visual form that fulfills the purpose and meets the needs of the audience.</p> <p>EES 2 Respond to written, spoken, or visual messages in a manner that ensures effective communication.</p> <p>EES 8 Show respect for the diverse opinions, values, belief systems, and contributions of others.</p> <p>EES 9 Interact with others in groups or teams that contribute to effective working relationships and the achievement of goals.</p> <p>EES 10 Manage the use of time and other resources to complete projects.</p>

Please refer to program web page for a complete listing of program outcomes where applicable.



EES 11 Take responsibility for ones own actions, decisions, and consequences.

Course Evaluation:

Passing Grade: 50%,

A minimum program GPA of 2.0 or higher where program specific standards exist is required for graduation.

Books and Required Resources:

Performance Management by Herman Aguinis
 Publisher: Chicago Business Press Edition: 5th
 ISBN: 978-1-948426-48-0

Course Outcomes and Learning Objectives:

Course Outcome 1	Learning Objectives for Course Outcome 1
Describe and analyze Performance Management principles and understand their strategic importance.	1.1 Define performance management and describe it`s importance. 1.2 Understand the performance management process and how to measure the results. 1.3 Be able to link performance management to the overall well-being of an organization.
Course Outcome 2	Learning Objectives for Course Outcome 2
Understand and implement a Performance Management plan.	2.1 Put into practice identified performance management methods and systems for an organization. 2.2 Be able to identify an organization`s needs and potential solutions to meet those needs. 2.3 Understand the performance management implementation process and all phases and components required.
Course Outcome 3	Learning Objectives for Course Outcome 3
Understand the role Performance Management plays in employee leadership development.	3.1 Tie performance management to employee leadership development. 3.2 Design an employee improvement plan to support support individuals in enhancing their current performance to align with the organization`s expectations. 3.3 Understand the importance of and be able to implement an employee development plan to assist employees reach their performance goals.
Course Outcome 4	Learning Objectives for Course Outcome 4
Comprehend how performance management influences team performance, the effects of rewards on employee recruitment and retention, and the legal implications associated with offering or implementing a performance management system.	4.1 Explain the relationship between performance management and team performance. 4.2 Be able to identify the relationship between performance management and employee recruitment and retention. 4.3 Understand the legal implications of offering and implementing a performance management system.

Evaluation Process and Grading System:

Evaluation Type	Evaluation Weight



	Assignment: Comprehensive Performance Management System	25%
	Assignment: Employee Goal Setting and Development Plan	10%
	Assignment: Employee Performance Improvement Plan	10%
	Final exam	30%
	Mid-term test	15%
	Student Reflection & Engagement	10%

Date: May 17, 2024

Addendum: Please refer to the course outline addendum on the Learning Management System for further information.