

MBAN 607DE – Performance Management and Compensation Systems

Course title	Performance Management and Compensation Systems				
Course code	MBAN 607DE				
Course type	Concentration Required				
Level	2 nd Cycle				
Year / Semester	1 st or 2 nd / Fall, Spring, Summer				
Teacher's name	Joana Vasilopoulou				
ECTS	6	Lectures / week	1/week	Laboratories / week	N/A
Course purpose and objectives	Understand the principles and practices of effective performance management. Explore various compensation systems and their strategic implications. Develop skills for designing and implementing performance management systems. Analyze the relationship between performance management, compensation, and organizational success. Evaluate legal and ethical considerations in performance and compensation management				
Learning outcomes	Demonstrate the purpose and components of a performance management system. Differentiate between types of compensation systems and their impact on organizations. Assess the effectiveness of performance management processes across diverse organizational settings. Design a comprehensive performance management plan that aligns with organizational objectives. Critique the alignment of compensation systems with performance outcomes and strategic goals. Recommend improvements to existing performance management and compensation practices through case analyses.				
Prerequisites	MBAN 680		Required	YES	
Course content	Week 1 Introduction to Performance Management Definition, objectives, and significance in an organizational context. Examination of its historical evolution and current practices. Week 2 Components of Performance Management Systems Exploration of goal setting and performance appraisal methods. Analysis of feedback processes and performance reviews.				

	Week 3 Developing Performance Plans Creating effective performance development plans. Strategies for driving improvement and facilitating employee growth. Week 4 Compensation Systems Overview of monetary and non-monetary compensation types. Principles of designing equitable pay structures and incentive plans. Week 5 Total Rewards Systems Understanding of total rewards systems and their complexities. Discussion on the benefits and challenges they present. Week 6 Strategic Alignment and Effectiveness Linking performance management to organizational strategies. Utilizing metrics and analytics in performance evaluation. Week 7 Best Practices and Benchmarking Identification and application of best practices in performance management. Techniques for benchmarking performance against industry standards. Week 8 Legal and Ethical Considerations Overview of compliance with labor laws and regulations. Addressing ethical dilemmas in performance appraisals. Week 9 Addressing Bias and Ensuring Fairness Methods to identify and mitigate bias. Strategies for maintaining fairness in performance evaluations. Week 10 Technology and Performance Management Exploration of technology applications in performance management. Evaluating digital tools and platforms for efficiency improvements. Week 11 Global Perspectives on Performance Management Comparison of international performance management practices. Understanding cultural influences on performance and compensation systems. Week 12 Future Trends in Performance Management Investigation into emerging trends and innovations. Preparing for future shifts in organizational performance needs.
Teaching methodology	Learning Activities Lectures and Guest Speakers: Facilitate understanding of theoretical concepts and expert insights. Interactive Workshops: Encourage applied learning through practical exercises. Case Studies: Analyze real-world scenarios to develop critical thinking skills. Group Discussions: Promote collaborative learning and diverse perspectives.

	Simulations and Role-Playing: Enhance experiential learning by reenacting workplace scenarios. **Peer Review Sessions: Students review each other's work to foster critical assessment skills. **Field Projects: Apply course concepts in real-world settings to observe practical applications. **Online Forums: Facilitate ongoing learning discussions and idea exchange Teaching Methods Blended Learning: Combine online digital media with traditional face-to-face methods. Problem-Based Learning (PBL): Use real-life complex problems to drive learning. Flipped Classroom: Students prepare before class and engage in deeper learning during class time. **Gamified Learning: Incorporate game elements to enhance engagement and motivation. **Panel Debates: Encourage critical analysis and presentation of diverse viewpoints. **Mentorship Opportunities: Pair students with professionals for guided learning experiences.
Bibliography	Performance Management, Herman Aguinis, Pearson, 2012 3rd Ed., 9780132556385 Performance Management: Changing Behavior that Drives Organizational Effectiveness, Herman Aguinis Strategic Compensation: A Human Resource Management Approach (8th Edition), Joseph Martocchio, 9780134320540 Compensation (12th Edition), George T. Milkovich, Jerry M. Newman, Barry Gerhart, 9781259532726 Performance Management: Key Strategies and Practical Guidelines (5th Edition), Michael Armstrong, 9780749476888 Total Engagement: Using Games and Virtual Worlds to Change the Way People Work and Businesses Compete, Byron Reeves, J. Leighton Read, 9781422134251
Assessment	Group Project: Collaborative assessment of student ability to apply course principles. Case Study Analysis: Evaluate student skills in applying knowledge to real-world problems. Participation and Engagement: Assess students on their active involvement and contributions. Final Examination: Measure overall understanding and ability to synthesize course content. **Reflective Journals: Assess ongoing personal learning insights and growth. **Portfolio Assessment: Compilation of student work demonstrating skills and progression. **Peer Assessments: Enable students to critically evaluate and learn from peers' contributions.
Language	English