



## Course Syllabus

<b>Course Code</b>	<b>Course Title</b>	<b>ECTS Credits</b>
MBAN-768	Managing Performance	6
<b>Prerequisites</b>	<b>Department</b>	<b>Semester</b>
MBAN-610	School of Business	Fall, Spring
<b>Type of Course</b>	<b>Field</b>	<b>Language of Instruction</b>
Concentration	Human Resources Management	English
<b>Level of Course</b>	<b>Lecturer</b>	<b>Year of Study</b>
2 <sup>nd</sup> Cycle	Dr. Evangelos Tsoukatos	1 <sup>st</sup> or 2 <sup>nd</sup>
<b>Mode of Delivery</b>	<b>Work Placement</b>	<b>Corequisites</b>
Face to Face	N/A	None

### Course Objectives:

The main objectives of the course are to:

- Focus on the use of strategic aspects of performance management.
- Discover how performance improvement is achieved throughout the organisation, for individual, team and organisational effectiveness.
- Evaluate how the continuous development of individuals and teams will enhance performance which can be achieved by ensuring that individuals are encouraged to behave in a way that allows and fosters better working relationships.

### Learning Outcomes:

After completion of the course students are expected to be able to:

1. **Identify and recognize** the barriers to the implementation of effective performance management strategies.
2. **Review** the performance management process and its relationship to strategic planning
3. **Define** performance; **choose** a measurement tool; **gather** data and **measure** results.
4. **Utilize** performance management as an employee development tool, both for the appraisee and the appraiser.
5. **Evaluate** learning and development activities
6. **Implement** effective performance and development reviews
7. **Utilize** coaching as a significant tool to manage performance.

**“Details on the contribution of the course’s learning outcomes towards the learning goals / competencies and learning objectives of the programme are included in the curriculum map of each programme”.**

**Course Content:**

1. Performance Management and Reward Systems in Context
2. Performance Management Process
3. Performance Management and Strategic Planning
4. Defining Performance and Choosing a Measurement Approach
5. Measuring Results and Behaviors - Gathering Performance Information
6. Implementing a Performance Management System
7. Performance Management and Employee Development
8. Performance Management Skills
9. Reward Systems and Legal Issues
10. Managing Team Performance

**Learning Activities and Teaching Methods:**

Instructor presentations; video clips; case studies and discussions.

**Assessment Methods:**

Test; exam; assignment.

**Required Textbooks / Readings:**

Title	Author(s)	Publisher	Year	ISBN
Performance Management (4 <sup>th</sup> Edition)	<u>Aguinis</u> , H.	Pearson	2019	9780998814087

**Recommended Textbooks / Readings:**

Title	Author(s)	Publisher	Year	ISBN
Managing and Measuring Employee Performance.	Houldsworth, E & Jirasinghe, D	Kogan Page	2006	9780749444778