HRM 206, Performance Management.

3 credits, 3 hours lecture

Course Description

This course explores strategies for optimizing employee performance and behaviour in the workplace. Topics include goal-setting theory; determination of performance criteria; qualitative and quantitative appraisal techniques; disciplinary procedures.

Pre and Co-requisites

HRM 100

Course Learning Outcomes (CLOs)

Upon successful completion of the course, the student shall be able to:

CLO1 Define performance management and understand the steps used to implement a performance management system.
CLO2 Explain the importance of having a strategically aligned performance management system.
CLO3 Determine an appropriate performance measurement approach.
CLO4 Identify uses, characteristics, and structure of an effective performance management appraisal system.
CLO5 Describe the benefits and importance of having a developmental plan as part of the performance management system.
CLO6 Detail the key skills supervisors require to effectively manage their employees' performance.
CLO7 Discuss the importance of coaching for improving present and future performance.
CLO8 Identify performance-based incentives and rewards.
CLO9 Identify characteristics of a legally sound performance management system.
CLO10 Design and implement an appropriate performance management system that includes team performance components.
CLO11 Discover recognized approaches and tools for professional and leadership development, succession management and career management.
CLO12 Understand professional and leadership development, succession management and career management concepts, programs, theories, and methodologies.
CLO12 Learn how to implement a performance management system by measuring against established goals and expectations to align individual and organizational performance with strategy.
CLO14 Identify opportunities for either attracting or growing emerging skills within the workforce and understand how professional development concepts contribute to re-skilling current employees.

Evaluation

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Assessment Type	Percentage
In-Class Participation	20%
Weekly Assignments	50%
Final Examinations	30%
Total	**100%**

Course Completion Requirements

Minimum passing mark of 50% or D is required.

Grading Scale

4.0 Grade Scale	Alpha Grade	Percentage Grade
4.0	A+	93-100
4.0	A	85-92.9
3.7	A-	80-84.9
3.3	B+	77-79.9
3.0	B	74-76.9
2.7	B-	70-73.9
2.3	C+	67-69.9
2.0	C	64-66.9
1.7	C-	60-63.9
1.3	D+	55-59.9
1.0	*D	50-54.9
0.0	F	0-49.9

Land Acknowledgement

We respectfully acknowledge that Keyano College is on Treaty No. 8 Territory, the ancestral and traditional territory of the Cree, Dene, and Métis people.

Review Date: November 26, 2024

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