

## Faculty of Commerce & Business Administration

### Performance Evaluation

**Information :**

**Course Code :** MGT 309      **Level :** Undergraduate      **Course Hours :** 3.00- Hours

**Department :** Department of Marketing

**Area Of Study :**

Study of performance management that aid in motivation, employee development and productivity improvement to meet organization goals. Shows how job analysis data forms the information base for compensation and performance appraisal processes. This course includes an overview of how performance works to align with the strategic goals of an organization.

**Description :**

An introduction to the methods and practice of program evaluation and performance measurement, critiques and recommendations, design a basic program evaluation that is practical and implementable, design a basic performance measurement system to assess program/organizational outcomes

**Course outcomes :**

**a. Knowledge and Understanding: :**

1 -	What is entailed in performance management (from the general to the strategic)
2 -	The details of system implementation
3 -	Employee development issues
4 -	Links the relationships among performance management, rewards, the law and teams.
5 -	Real work experience as it relates to the area of performance management

**Course Topic And Contents :**

Topic	No. of hours	Lecture	Tutorial / Practical
Introduction to Performance Evaluation	3	3	N/A
Strategic planning			
Measuring Performance			
Gathering Performance info.			
Implementing Performance Management			
Employee Development			
Performance Management Skills			
Special projects			
Reward systems			
Legal issues			
Managing teams			

**Course Topic And Contents :**

Topic	No. of hours	Lecture	Tutorial / Practical
Team Performance			
Managing Team Performance			
Performance Management and performance Appraisal			
Revision			

**Teaching And Learning Methodologies :**

Data show and computer in lectures.

Demonstration videos.

Group Projects

Self-learning

Case Studies

**Course Assessment :**

Methods of assessment	Relative weight %	Week No	Assess What
1st Mid-Exam	20.00	6	
2nd Mid-Exam	20.00	11	
Attendance & Participation	20.00	13	
Final Exam	16.00	16	

**Course Notes :**

Handouts