

Faculty of Commerce & Business Administration

Performance Evaluation

Information :

Course Code : MGT 309

Level : Undergraduate

Course Hours : 3.00- Hours

Department : Department of Business Information Technology

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			

Course Topic And Contents :

Topic	No. of hours	Lecture	Tutorial / Practical
Managing teams			
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	

Books :

Book	Author	Publisher
Performance Evaluation Proven Approaches for Improving Program and Organizational Performance	Ingid J.Guerra	Jossey Bass

Course Notes :

Handouts
