



Curriculum - 2017

BBA Hons (Human Resource Management) Degree Program

Faculty of Management and Finance

University of Ruhuna

HRM 31423: Performance Management

Level: 3000

Number of Credits : 03

Course Description

Performance Management is concerned with identifying, measuring, evaluating, and developing the performance of individuals and teams in organizations. This course covers theories and techniques of performance management required for managing employee performance effectively to gain competitive advantage.

Intended Learning Outcomes

At the end of the course, the student will be able to;

- Explain the concepts, theories, methods, techniques, and practices in performance management,
- Discuss the performance management process,
- Apply performance management knowledge and skills to design, implement and evaluate performance management systems.

Teaching/Learning Methods

Lectures, case studies, group discussions, workshops, site visits, guest lectures

Methods of Assessment

In-course Assessments	: 30%
End Semester Examination	: 70%

Course Contents

1. Introduction to performance management
2. Performance management process
3. Performance management and strategic planning
4. Measuring employee performance: results and behaviors
5. Managing team performance
6. Methods of gathering performance information
7. Design and implementation of a performance management system
8. Performance management skills
9. Performance management and employee development

Recommended Readings

1. Aguinis, H. (2012). Performance Management. (3rd ed.). India: Pearson.
2. Tovey, M.D. (2010). Managing Performance Improvement. (3rd ed.). Australia: Pearson.