اعتماد
NCAAA

T4

2020

Course Specifications

Course Title:	Performance Management
Course Code:	HRM1411
Program:	Human Resources Management
Department:	Human Resources Management
College:	College of Business Administration
Institution:	Dar Al Uloom University

Table of Contents

A. Course Identification

1. Credit hours: 3 Hours

2. Course type

a.   University ☐   College ☑   Department ☐   Others ☐

b.   Required ☑   Elective ☐

3. Level/year at which this course is offered: Seventh / Fourth Year

4. Pre-requisites for this course (if any)**:** HRM1323

5. Co-requisites for this course (if any)**: None**

6. Mode of Instruction (mark all that apply)

No	Mode of Instruction	Contact Hours	Percentage
1	**Traditional classroom**	45	100%
2	**Blended**		
3	**E-learning**		
4	**Distance learning**		
5	**Other**		

7. Contact Hours (based on academic semester)

No	Activity	Contact Hours
1	**Lecture**	45
2	**Laboratory/Studio**	
3	**Tutorial**	
4	**Others** (specify)	
	Total	45

B. Course Objectives and Learning Outcomes

1. Course Description

This course enables students to explore the importance of building an effective processes and systems for managing performance at the individual, team and organization level. It will provide students with an understanding of the key role performance management plays in achieving corporate strategy and optimizing productivity. In addition, the course emphasizes the importance of measuring the effectiveness of human resource activities in enhance individual and organizational performance.

2. Course Main Objective

. What is the main purpose for this course? - This course will examines the importance of an effective performance management system in helping organizations define and achieve short and long term goals. - It explains and reinforces the concept that performance management is not a one-time supervisory event, but an ongoing process of planning, facilitating, assessing, and improving individual and organizational performance. - In addition, the course emphasizes the importance of measuring the effectiveness of human resource activities that are designed to enhance individual and organizational performance. 2. Briefly describe any plans for developing and improving the course that are being implemented. (e.g. increased use of IT or web based reference material, changes in content as a result of new research in the field): As a new course, plans for further development and improvement will evolve as time goes on and as the need arises

3. Course Learning Outcomes

CLOs		Aligned PLOs
1	**Knowledge and Understanding**	
1.1	Recognize the concepts, theories and techniques of performance management.	K.1
1.2	Discuss the impact of selection of performance measurement methods and techniques to assess results and behaviors.	K.2
2		
2.1	Apply different methods of performance management to evaluate employees in response to HRM problems	S.1
2.2	Solve different issues related to performance management process in creative ways to improve employees performance and behaviors in response to HRM problems	S.2
3	**Values:**	
3.1	Exhibit professional, and academic ethics in understanding performance management.	V.1
3.2	Demonstrate ability to work in teams and individually to complete tasks related to performance management practices.	V.2

C. Course Content

No	List of Topics	Contact Hours
1	Introducing Performance Management	6
2	Designing and implementing effective performance management	6
3	Delivering strategic business results	6
4	Measuring performance as results	3
5	Measuring performance as behaviors	6
6	Implementing team performance management	6

7	Offering financial and NF rewards	6
8	Staying in the right side of the law	6
Total		**45**

D. Teaching and Assessment

1. Alignment of Course Learning Outcomes with Teaching Strategies and Assessment Methods

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
1.0	**Knowledge and understanding**		
1.1	Recognize the concepts, theories and techniques of performance management.	Direct (Lecture, Demonstration, Drill & Practice) Indirect (Case study, Problem Solving, Reflective Discussion	Written Exams (Problem solving and Short/Long essays) Written Assignments (essays, reports, and case studies).
1.2	Discuss the impact of selection of performance measurement methods and techniques to assess results and behaviors.	Direct (Lecture, Demonstration, Drill & Practice) Indirect (Case study, Problem Solving, Reflective Discussion	Written Exams (Problem solving and Short/Long essays) Written Assignments (essays, reports, and case studies).
2.0	**Skills**		
2.1	Apply different methods of performance management to evaluate employees in response to HRM problems	Direct (Lecture, Demonstration, Drill & Practice) Indirect (Case study, Problem Solving, Reflective Discussion) Interactive Brainstorming, Cooperative learning)	Direct (Lecture, Demonstration, Drill & Practice) Indirect (Case study, Problem Solving, Reflective Discussion) Interactive Brainstorming, Cooperative learning)
2.2	Solve different issues related to performance management process in creative ways to improve employees	Direct (Lecture, Demonstration, Drill & Practice) Indirect (Case	Direct (Lecture, Demonstration, Drill & Practice) Indirect (Case study, Problem Solving, Reflective Discussion)

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
	performance and behavior in response to HRM problems	study, Problem Solving, Reflective Discussion) Interactive Brainstorming, Cooperative learning)	Interactive Brainstorming, Cooperative learning)
3.0	**Values**		
3.1	Exhibit professional, and academic ethics in understanding performance management.	Role-playing, Group discussion, in-depth self-analysis exercise.	Presentations (formal discussion individual and group) Projects and case studies.
3.3	Demonstrate ability to work in teams and individually to complete tasks related to performance management practices.	Role-playing, Group discussion, in-depth self-analysis exercise.	Presentations (formal discussion individual and group) Projects and case studies.

2. Assessment Tasks for Students

#	Assessment task*	Week Due	Percentage of Total Assessment Score
1	Quiz	3	10
2	Homeworks/Assessments/Projects	During Semester	20
3	Midterm Exam	9	30
4	Final Exam	16	40

Assessment task (i.e., written test, oral test, oral presentation, group project, essay, etc.)

E. Student Academic Counseling and Support

Arrangements for availability of faculty and teaching staff for individual student consultations and academic advice:
1. Eight Office hours weekly can be booked through the students' SIS account.
2. Online discussion through the LMS forums and instant messaging.
3. Instructor email available in the course syllabus.
4. Occasional mobile calls or SMS for urgent messages.

F. Learning Resources and Facilities

1.Learning Resources

Required Textbooks	Herman, Aguinis. (2019). Performance Management for Dummies. New Jersey, John Wiley & sons. ISBN: 9781119557661
Essential References Materials	Journals and Reports distributed on the bases of lectures delivered to the students.

Electronic Materials	Internet resources, Lecture slides-video
Other Learning Materials	Magazines and Newspaper

2. Facilities Required

Item	Resources
Accommodation (Classrooms, laboratories, demonstration rooms/labs, etc.)	Classroom.
Technology Resources (AV, data show, Smart Board, software, etc.)	Data show + smart boards.
Other Resources (Specify, e.g. if specific laboratory equipment is required, list requirements or attach a list)	Internet access point.

G. Course Quality Evaluation

Evaluation Areas/Issues	Evaluators	Evaluation Methods
End of semester Course Evaluation.	Students	Indirect
Effectiveness of teaching and assessment.	Peer reviewer	Indirect
Course learning outcomes assessment.	Faculty members	Direct
Quality of learning resources	Students	Indirect

Evaluation areas (e.g., Effectiveness of teaching and assessment, Extent of achievement of course learning outcomes, Quality of learning resources, etc.)
Evaluators (Students, Faculty, Program Leaders, Peer Reviewer, Others (specify)
Assessment Methods (Direct, Indirect)

H. Specification Approval Data

Council / Committee	**HRM DEPARTMENT COUNCIL - COB**
Reference No.	
Date	**APRIL 3, 2022**