



Course Specifications

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

Table of Contents

A. Course Identification	3
6. Mode of Instruction (mark all that apply)	3
B. Course Objectives and Learning Outcomes	3
1. Course Description	3
2. Course Main Objective.....	4
3. Course Learning Outcomes	4
C. Course Content	5
D. Teaching and Assessment	5
1. Alignment of Course Learning Outcomes with Teaching Strategies and Assessment Methods	5
2. Assessment Tasks for Students	6
E. Student Academic Counseling and Support	6
F. Learning Resources and Facilities	6
1. Learning Resources	6
2. Facilities Required.....	7
G. Course Quality Evaluation	7
H. Specification Approval Data	7

A. Course Identification

1. Credit hours: 3 Hours
2. Course type a. University <input type="checkbox"/> College <input type="checkbox"/> Department <input checked="" type="checkbox"/> Others <input type="checkbox"/> b. Required <input checked="" type="checkbox"/> Elective <input type="checkbox"/>
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

2. 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	Correspondence		
5	Other		

3. Actual Learning Hours (based on academic semester)

No	Activity	Learning Hours
Contact Hours		
1	Lecture	45
2	Laboratory/Studio	
3	Tutorial	
4	Others (specify)	
	Total	45
Other Learning Hours*		
1	Study	1
2	Assignments	1
3	Library	
4	Projects/Research Essays/Theses	2
5	Others (specify)	
	Total	4

* The length of time that a learner takes to complete learning activities that lead to achievement of course learning outcomes, such as study time, homework assignments, projects, preparing presentations, library times

B. Course Objectives and Learning Outcomes

1. Course Description

This course enable 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

1. What is the main purpose for this course?

- This course will examine 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:	
1.1	Recognize the concepts, theories and techniques of performance management.	K1
1.2	Discuss the impact of cross-cultural diversity on the selection of performance measurement methods and techniques to assess results and behaviors.	K2
2	Skills:	
2.1	Analyze the effect of business environment factors on performance management.	S1
2.2	Apply different methods of performance management to evaluate employees in response to HRM problems.	S2
3	Competence:	
3.1	Demonstrate ability to work in teams to deal with performance management cases and problems.	C1
3.2	Demonstrate entrepreneurial and teamwork skills to use the appropriate performance management methods and practices.	C3
3.3	Apply knowledge of performance management, quantitative analysis tools and problem-solving methodologies in HRM situations.	C4
3.4	Demonstrate written and oral communication skills appropriate for conveying issues related to Performance Management	C6

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		
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 (T/FQ, MCQ, problem solving and Short/Long essays) Written Assignments (essays, reports, and case studies).
1.2	Discuss the impact of cross-cultural diversity on the selection of performance measurement methods and techniques to assess results and behaviors.	Direct (Lecture, Demonstration) 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	Analyze the effect of business environment factors on performance management.	Direct (Lecture, Demonstration, Drill & Practice) Indirect (Case study, Problem Solving, Reflective Discussion) Interactive Brainstorming, Cooperative learning)	Written Exams (problem solving and case studies) Written Assignments (reports, and case studies). Oral Examination
2.2	Apply different methods of performance management to evaluate employees in response to HRM problems.		
3.0	Competence		
3.1	Demonstrate ability to work in teams to deal with performance management cases and problems.	Interactive (Cooperative learning) Independent (Essays, Reports, projects, Homework, Assigned Questions, Learning activities)	Presentations (formal discussion individual and group) Projects
3.2	Demonstrate entrepreneurial and teamwork skills to use the appropriate performance management methods and practices.		
3.3	Apply knowledge of performance management, quantitative analysis tools and problem-solving methodologies in HRM situations.		

Code	Course Learning Outcomes	Teaching Strategies	Assessment Methods
3.4	Demonstrate written and oral communication skills appropriate for conveying issues related to Performance Management		

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	Mid term	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	Review various articles based on performance management in various journals and Reports.
Electronic Materials	Power Point slides for each class will be posted on the course website. Feel free to print these before each class.
Other Learning Materials	Online performance evaluation forms analyzed and used by various organizations

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.	<ul style="list-style-type: none"> Students 	<ul style="list-style-type: none"> Indirect
Effectiveness of teaching and assessment.	<ul style="list-style-type: none"> Peer reviewer 	<ul style="list-style-type: none"> Indirect
Course learning outcomes assessment.	<ul style="list-style-type: none"> Faculty members 	<ul style="list-style-type: none"> Direct
Quality of learning resources	<ul style="list-style-type: none"> Students 	<ul style="list-style-type: none"> 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	15/08/2019

