

Global Learning Semesters

Course Syllabus

Course: HRM-310 Performance Appraisal

Department: Management and MIS

Host Institution: Intercollege, Nicosia, Cyprus



Course Summary		
Course Code	Course Title	Recommended Credit Hours
HRM-310	Performance Appraisal	3
Semester Offered	Contact Hours	Prerequisites
Not offered yet	42	HRM-205
Department	Level of Course	Language of Instruction
Management and MIS	Upper Division	English

Course Description

1. Organizational context – vision, mission, performance
2. Individual performance – outputs and results
3. Behavior and competencies
4. Reviewing and supporting performance
5. Rewarding performance
6. Developing and implementing performance management
7. Appraising to Motivate and Develop
8. Performance Appraisal Systems

Course Aims and Objectives

The course aims to introduce students to performance development by defining the concepts and studying aspects such as: the organizational context - vision, mission, performance; individual performance – outputs and results, behaviors and competencies, determinants; reviewing and supporting performance; rewarding performance; developing and implementing performance management.

Teaching Methods

The course is delivered through lectures and case studies.

Course Teaching Hours

42

Evaluation and Grading

Project/homework: 10%
Mid-Term: 40%
Final Exam: 50%

Readings and Resources

Required Textbook

Fletcher C., Appraisal and Feedback: Making Performance review work. (2004), ISBN:1843980290 CIPD

Recommended Reading

Rose, M., Recognizing Performance, (2001), ISBN: 0852929218.

Armstrong, M., Baron, A., Performance Management – The New Realities, (1998), State Mutual Book and Periodical Service, Ltd.

Institute of Personnel and Development, Performance Management through Capability, (1998), IPM House.

Gillen, T., The Appraisal Discussion₁ (1998), Beckman Publishers, INC (2000).

Woodruffe, C., Development and Assessment Centers₁ (2000), Chartered Institute of Personnel and Development (CIPD).