



AYDIN ADNAN MENDERES UNIVERSITY COURSE INFORMATION FORM

Course Title		Performance Management							
Course Code		İKYL511		Course Level		Second Cycle (Master's Degree)			
ECTS Credit	5	Workload	130 (<i>Hours</i>)	Theory	3	Practice	0	Laboratory	0
Objectives of the Course		To explain the relationship between institutional and individual performance systems, To explain how the performance of the enterprise can be measured, To discuss how the "performance evaluation systems" are applied to improve employee performance							
Course Content		Performance Management System in Human Resources Management, Development of Performance Management System, Performance Evaluation Methods, Execution of Performance Management System, Basic Factors Affecting Performance Management System Success							
Work Placement		N/A							
Planned Learning Activities and Teaching Methods				Explanation (Presentation), Discussion, Individual Study					
Name of Lecturer(s)		Assoc. Prof. Didem TEZSÜRÜCÜ COŞANSU							

Assessment Methods and Criteria

Method	Quantity	Percentage (%)
Midterm Examination	1	40
Final Examination	1	60

Recommended or Required Reading

1	Bakal, R. 2011. Performance management. Mcgraw Hill.
2	Cokins, G. 2009. Performance Management : Integrating Strategy Execution, Methodologies, Risk, and Analytics.Wiley.

Week	Weekly Detailed Course Contents	
1	Theoretical	The aims and benefits of the performance management system
2	Theoretical	Corporate Performance Indicators, Performance Chamber and Applications
3	Theoretical	High performance organization design, high performance team and individual concepts
4	Theoretical	Employee motivation, goal setting and compliance
5	Theoretical	Individual Performance Management: Performance planning, performance standards and strategic goals
6	Theoretical	Performance models and performance metrics - Identification and remediation of performance problems
7	Theoretical	Analysis of work and individual performance - Job Analysis - Job Evaluation - Performance Evaluation
8	Theoretical	Basic data and competencies used in performance evaluation
9	Intermediate Exam	Midterm Exam
10	Intermediate Exam	Midterm Exam
11	Theoretical	Identification and use of competencies - Basic and personal competences - Leadership competencies - Competence models
12	Theoretical	Methods and practicesns used in performance evaluation
13	Theoretical	Participatory performance evaluation based on competencies: 360 degree evaluation method
14	Theoretical	Common mistakes in performance appraisal, principles and recommendations for successful applications
15	Final Exam	Final Exam
16	Final Exam	Final Exam

Workload Calculation

Activity	Quantity	Preparation	Duration	Total Workload
Lecture - Theory	12	1	3	48
Individual Work	16	1	1	32
Midterm Examination	1	16	1	17



Final Examination	1	32	1	33
Total Workload (Hours)				130
[Total Workload (Hours) / 25*] = ECTS				5
*25 hour workload is accepted as 1 ECTS				

Learning Outcomes

1	Understand the importance of changing business environment, institutional and individual performance concepts, the theoretical and practical processes, the applications of business
2	It will classify the factors that affect the performance of the enterprise, analyze the items related to the institutional charter and interpret them in a systematic rationale.
3	He will develop modeling and interpretation skills that can explain the connection between enterprise and individual performance systems in the enterprise system.
4	It will classify, analyze and apply the competencies used in evaluating individual performance in the direction of the human resources.
5	
6	

Programme Outcomes (Human Resource Management Master)

1	To be able to apply the knowledge gained in the course to human resources
2	To be able to use scientific research techniques
3	To be able to identify, analyze and develop solutions for human resources problems
4	To be able to identify and use business tools, methods and approaches in the field of human resources
5	To have knowledge about current problems of human resources management

Contribution of Learning Outcomes to Programme Outcomes 1:Very Low, 2:Low, 3:Medium, 4:High, 5:Very High

	L1
P1	4
P2	3
P3	5

