

WILMINGTON UNIVERSITY  
COLLEGE OF BUSINESS  
BASIC COURSE INFORMATION

COURSE TITLE: Strategic Performance Management

COURSE NUMBER: HRM 366

PRE-REQUISITE(S): None

COURSE DESCRIPTION:

This course examines how to measure and develop individual and group performance. Students will have the opportunity to design performance management systems in an effort to align employee performance with an organization's strategic objectives. There will

The student will be able to identify and apply performance management strategies for various organizations.

Learning Objectives: The student will:

- A-1 Explain the application of the theories, issues and best practices in performance management.
- A-2 Summarize the role of data in the measurement of performance.

GOAL B:

The student will be able to examine the performance management systems.

Learning Objectives: The student will:

- B-1 Compare and contrast successful and unsuccessful performance management systems.
- B-2 Explain the role of motivation theories in the development, implementation, and evaluation of performance management.
- B-3 Explain the dynamics and issues in implementing and executing a performance management system.

GOAL C:

The student will demonstrate effective written and oral communication skills when discussing leading change initiatives and clarifying their values.

Learning Objectives: The student will:

- D-1 Critique and reflect on ideas discussed in the course text through a weekly blog.
- D-2 Criticize performance management literature through a book analysis.
- D-3 Design a performance management instrument and implementation/evaluation plan for an organization.