



Faculty of Management and Finance
Bachelor of Business Administration Honours in Human Resource Management
Degree Programme
Course Unit Information Sheet

Course Code		HRM 22533			
Course Name		Performance and Reward Management			
Semester		2000 Level - Semester II			
Credit Value	3	Core/Optional	Core	GPA/NGPA	GPA
Hourly Breakdown		Lectures	Practical	Independent Learning	
		45 Hours		105 Hours	
Course Description Performance and Reward Management is one of the most important functions of human resource management that consists of identifying, measuring, appraising, developing, and rewarding individual and team performance in an organisation. This course provides students with knowledge related to the concepts, theories, models, processes, and practices of managing and rewarding employee performance essential to enhance organisational performance.					
Intended Learning Outcomes				PLO Alignment	
At the end of the course unit, the student shall be able to,					
1. Explain concepts, theories, models, and practices of Performance and Reward management.				1	
2. Describe the performance management skills required to implement the performance management process.				3, 11	
3. Evaluate the performance achievements of employees based on their performance standards.				11, 15	
4. Discuss the ways of improving the skills and competencies of employees by recognising their strengths and weaknesses.				16, 20	
5. Apply knowledge to make better decisions with regard to managing employee performance and rewards in organisations.				19, 20	
Course Content				Hours	ILOs
1. Introduction to Performance Management				3	1
2. Performance Management Process				3	2
3. Defining Performance Objectives and Performance Standards				6	2
4. Measuring Employee Performance: Results and Behaviours				6	3
5. Conducting Performance Reviews				6	3
6. Managing Team Performance				3	3
7. Overview of Reward Management				3	1
8. Job Evaluation and Pay Structures				6	3, 4, 5
9. Contingent Pay and Employee Benefits				3	3, 4, 5
10. Line of Sight and Determination of Pay Increases				3	3, 4, 5
11. Trends in Performance and Reward Management				3	3, 4, 5

Teaching Methods		
Lectures, Case studies, Seminars, Workshops, Field visits, and Group discussions.		
Assessment Methods		
In-course Assessments 30 %	Final Examination 70 %	Total: 100%
Recommended Reading		
1. Tovey, M.D. <i>Managing Performance Improvement</i> . Australia: Pearson Education. The latest edition. 2. Aguinis, H. <i>Performance Management</i> . India: Pearson Education. The latest edition. 3. Armstrong, M. <i>Reward Management Practice: Improving Performance through Reward</i> . India: Kogan Page. The latest edition.		