



HRM704 - Performance Appraisal Systems

Location: USA

Frequency: Any

Instruction: Franklin

Format: Online

Length: 6-Week

Edition:

*Note: The PDF version of the course will not include class communications or discussion posts that are added throughout the duration of the course.
This PDF was last updated on 2019/03/18 13:34:41.*

Object: Course Introduction**Course Introduction****Student Content****Welcome to *HRM 704 - Performance Management*.**

In today's globalized world, it is relatively easy to gain access to the competition's technology or products. The internet has enabled quick communication and technological and product differentiation is no longer a key competitive advantage in most industries. Think about banks – most offer the same products. If one decides to offer a new service, online banking, it is not long that every bank offers the same thing. So, what makes some businesses more successful than others? What is their competitive advantage? The answer – people. Human capital.

PM is the continuous process of identifying, measuring, and developing the performance of individuals and teams. PM aligns the performance with the strategic goals of the organization. It is critical to the small and large, for profit and not for profit, domestic and global organizations and to all industries. The performance of an organization depends on the performance of its people, regardless of the organizations size, purpose, and other characteristics. This course is about the design and implementation of successful performance management systems. We focus on research-based as well as tried applications that help increase an organization's human capital.

Instructor Content

Performance Management, PM, is the continuous process of identifying, measuring, and developing the performance of individuals and teams. PM aligns the performance with the strategic goals of the organization. It is critical to the small and large, for profit and not for profit, domestic and global organizations and in all industries. The performance of an organization depends on the performance of its people, regardless of the organizations size, purpose, and other characteristics. This course is about the design and implementation of successful performance management systems. We focus on research-based as well as tried applications that help increase an organization's human capital.

In this course we will cover what PM is around the world. We go over some of the things that people encounter in job analysis. We relate how PM and strategy, goals, and the organization's performance are connected. We cover how to measure performance using the relative percentile method. The course covers the calculation of return on investment of a performance management system. Lastly we cover the disciplinary process that may lead to termination.

Object: Course Information**Course Information**

Student Content

Course Description

This course provides an in-depth understanding of performance appraisals and related issues. Topics focus on goal-setting, feedback and the rating process.

Prerequisites

HRM 701: Human Resource Management

Course Outcomes

1. Apply theoretical principles and practitioner techniques used to conduct effective performance appraisal processes.
2. Design comprehensive performance management systems for an organization.

Course Requirements

Assignment	Expected Performance	Maximum Points
Discussions	210	250
Briefs	168	200
Papers	375	500
Presentation	42	50
Total Points	840	1000

Object: Course Materials



Course Materials

Student Content

Required Materials

Aguinis, H. (2013). *Performance management* (3rd ed.). Boston, MA: Pearson. ISBN: 9780132556385 (print), 9780133467864 (e-text)

Obtaining Course Materials: A digital copy of the textbook (e-textbook) for this course is accessible via VitalSource, an online platform for digital instructional materials. Clicking on any link to the book from within the course will direct you to an object from which a digital copy of the textbook can be opened in a

new browser tab.

Your Franklin account was charged for these embedded materials at the time of registration. For a seamless learning experience, it is strongly recommended that you utilize the materials embedded within your course. To opt out of using these materials, access the Shortcuts menu at the top of the screen. Select the “E-Textbook Opt Out” link and follow the instructions. If you elect to opt out of using these materials, visit <http://www.franklin.edu/financial-aid/tuition-fees/e-textbooks> (or refer to the ISBN listed above) to help you find and purchase the course materials on your own.

Object: Accessing E-Textbooks



Accessing E-Textbooks

Student Content

To access the text(s) for this course, click on any link to the e-textbook(s) within the course (or directly select the e-textbook object(s) located within the Syllabus container), and then click the **Open** button. It is highly recommended that you then download the e-textbook(s) to your device(s) for offline use.

Note: The e-textbook object(s) are titled using APA style, as follows: Author's last name (copyright year).

Object: Aguinas (2013)



Aguinas (2013)

Student Content

Click the **Open** button above to access a digital version of your textbook (eTextbook).

Integrate

Activated

LTI

Activated

Object: Policies and Services



Student Content

Academic Policies

Please follow the links below to find the academic policies that apply to taking courses at Franklin University:

- [Academic Assessment](#)
- [Academic Integrity and Dishonesty](#)
- [Process for Student Concerns](#)
- [Academic Program Requirements](#)

Student Responsibilities

Please follow the links below to understand what your responsibilities are with regard to taking courses at Franklin University:

- [Communications](#)
- [Time Commitment](#)
- [Attendance Policy](#)
- [Virus Policy](#)
- [General Technology Requirements](#)
- [Student Code of Conduct](#)
- Copyright - Materials used in Franklin University courses may be subject to copyright protection. For more information about copyright law, view the following resources:
 - [Franklin University Library's copyright research guide](#)
 - [Franklin University's Plan to Effectively Combat Copyright Infringement](#)

Student Support Services

Please follow the links below to learn about the support services available to you at Franklin University:

- Learning Commons in the [Academic Bulletin](#) and on the [Franklin University website](#)
 - Library Services in the [Academic Bulletin](#) and on the [Franklin University website](#)
 - Testing Center in the [Academic Bulletin](#) and on the [Franklin University website](#)
- Disability Services in the [Academic Bulletin](#) and on the [Franklin University website](#)
- [Harassment, Discrimination, and Sexual Misconduct \(Anti-Discrimination Policy\)](#)
- [Family Education Rights and Privacy Act \(FERPA\) Information](#)
- [Wellness Resources](#)
- [BlueQuill Zendesk](#), which you can also access using the Help icon at the top right of your screen
- Technology Help Desk Services in the [Academic Bulletin](#) and on the [Franklin University website](#)

Grading Policy

Please follow the links below to learn about the grading policies for students at Franklin University:

- [Undergraduate Grading Policies](#)
- [Graduate Grading Policies](#)
- [Submission and Return Policy](#)

Object: Lead Faculty Information



Student Content

Lead Faculty Information

The Lead Faculty for HRM 704 is [Garry McDaniel](#).

The role of the Lead Faculty is to ensure quality of the course following the design by mentoring and monitoring faculty delivering the course and planning delivery of the course, which includes scheduling and staffing the course. The Lead Faculty will also have responsibility for planning the redesign of the course.

When should the Lead Faculty be contacted?

Students enrolled in BLF courses should first discuss any course concerns with the instructor. If the student is unable to resolve the issues then the student should contact the Lead Faculty for that class. In addition if students want to give feedback about a particular course or if there are problems involving the student manual, or instructor issues the student should contact the Lead Faculty.