Business Administration

Course Number: BUAD 412

Course Title: STRATEGIC PERFORMANCE MANAGEMENT

Credits: 3

Calendar Description: Students will gain experience in assessing performance from a

multiple of perspectives. To begin, students will learn the "planning,

doing and reviewing" components inherent in performance

management processes. Further, they will gain experience with the integration of strategy execution and performance measurement. Students will engage in the delivery of meaningful performance

feedback. (also offered by Distance Education)

Semester and Year: Winter 2016

Professors

Name	Phone number	Office	Email
Lee Cartier	762-5445 #4289	Kelowna: C103	lcartier@okanagan.bc.ca

Learning Outcomes

Upon completion of this course students will be able to

- implement an organization's strategy using performance management processes.
- create a competitive advantage with performance management strategies.
- assess the performance of an organization, its functional units, and its stakeholders.
- explain how the employer-employee relationship reinforces the psychological contract.
- conduct a year-end performance evaluation that provides meaningful feedback and opportunities for team and/or individual development.
- explain the different roles and responsibilities of line managers and HR managers.

Course Objectives

This course will cover the following content:

See Course Schedule

Evaluation Procedure

Evaluation Team Assignments*		35%
Assignment #1 Role Playing		
Assignment #2 Effective/Ineffective Appraiser	5%	
Term Project Performance Management	25%	
Mid-term Exam**		25%
Exercises and Cases***		40%
Exercise Submissions and Class Discussions	12%	
Case Preparation and Class Discussions	28%	
Total		100%

Notes

*Major assignments may be submitted to Turn-it-in Program; cheating or plagiarism will be reported to the Dean.

Required Texts/Resources

Armstrong, M. (2009). Armstrong's Handbook of Performance Management. An Evidence-Based Guide to delivering High Performance (4th ed.). Philadelphia PA: Kogan Page.

Kenny, G. (2005). Strategic planning and performance management: Develop and measure a winning strategy. Oxford, UK: Elsevier.

A case package, under copyright and available from the Kelowna Campus Store, is mandatory for in-class, project, and examination requirements.

^{**}A passing grade (50%) is required on the mid-term exam to pass this course.

^{***}Class participation marks are included in marks awarded for class discussions.

SKILLS ACROSS THE BUSINESS CURRICULUM

The Okanagan School of Business promotes core skills across the curriculum. These skills include reading, written and oral communications, computers, small business, and academic standards of ethics, honesty and integrity.

STUDENT CONDUCT AND ACADEMIC HONESTY

What is the Disruption of Instructional Activities?

At Okanagan College (OC), disruption of instructional activities includes student "conduct which interferes with examinations, lectures, seminars, tutorials, group meetings, other related activities, and with students using the study facilities of OC", as well as conduct that leads to property damage, assault, discrimination, harassment and fraud. Penalties for disruption of instructional activities include a range of sanctions from a warning and/or a failing grade on an assignment, examination or course to suspension from OC.

What is Cheating?

"Cheating includes but is not limited to dishonest or attempted dishonest conduct during tests or examinations in which the use is made of books, notes, diagrams or other aids excluding those authorized by the examiner. It includes communicating with others for the purpose of obtaining information, copying from the work of others and purposely exposing or conveying information to other students who are taking the test or examination."

Students must submit independently written work. Students may not write joint or collaborative assignments with other students unless the instructor approves it in advance as a group/team project. Students who share their work with other students are equally involved in cheating.

What is Plagiarism?

Plagiarism is defined as "the presentation of another person's work or ideas without proper or complete acknowledgement." It is the serious academic offence of reproducing someone else's work, including words, ideas and media, without permission for course credit towards a certificate, diploma, degree and/or professional designation. The defining characteristic is that the work is not yours.

"Intentional plagiarism is the deliberate presentation of another's work or ideas as one's own." Intentional plagiarism can be a copy of material from a journal article