



**Professor**

Name	Phone number	Office	Email
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**Learning Outcomes**

<p>Upon completion of this course students will be able to</p> <ul style="list-style-type: none"> <li>implement an organization’s strategy using performance management processes.</li> <li>create a competitive advantage with performance management strategies.</li> <li>assess the performance of an organization, its functional units, and its stakeholders.</li> <li>explain how the employer-employee relationship reinforces the psychological contract.</li> <li>conduct a year-end performance evaluation that provides meaningful feedback and opportunities for team and/or individual development.</li> <li>explain the different roles and responsibilities of line managers and HR managers.</li> </ul>
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**Course Objectives**

<p>This course will cover the following content: See Course Schedule</p>
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**Evaluation Procedure**

Team Assignments		65%
Reading facilitation/seminar	15%	
Cases analysis, facilitation and summaries	20%	
SPM research, report and presentation	20%	
Team Perf. Mgmt. design and application	10%	
Individual Component		35%
Mid-term Exam*	25%	
Preparation & Participation	10%	
Total		100%

**Notes**

<p>* A passing grade (50%) is required on the mid-term exam to pass this course.</p>
<p>See details of assignments, submission of work and marking guidelines in the syllabus.</p>



**Course Schedule (subject to change)**

Date	Topic		Assignments



