

Course: Business Performance Management						
module/course code IAB61012		Student workload X hours  510 Minutes / Week	Credits (ECTS)  4.53 ECTS	Semester  5	Frequency  Odd Semester	Duration X semester(s)  1x / Semester
		Types of  Tutorial/Lecture/Response	Contact hours :  150 Minutes / Week		Independent study  360 Minutes / Week	Class size X students  30 students
1	Prerequisites for participation (if applicable) -					
2	Learning outcomes 1. Able to understand various concepts and approaches to strategy, strategic management, cross-functional corporate strategy. 2. Able to understand and formulate components/actors/variables of the business environment. 3. Able to understand, analyze and formulate the company's environment and strategic needs, as well as be able to understand and formulate the formulation, implementation and control of policies.					
3	Description: This course aims to provide the design and implementation of a performance management system suitable for business organizations. Furthermore, this course focuses on research-based findings and superior implementation that assist business organizations in improving human resources. The implementation of superior performance management and an explanation of the steps needed to create the best performance management system are described conceptually in this course.					
4	Subject aims/Content 1. Business Performance Management (MK) 2. Performance Management and Management System Rewards 3. Performance Management Process 4. Performance Management & Strategic Planning 5. Performance Exploration and Performance Measurement 6. Measuring Outcomes and Behavior 7. Dominant Theories in Performance Management 8. Mid-Term Exam 9. Various MK Models and Their Implications 10. Application Performance Management 11. Maintaining the continuity of MK 12. MK Analysis and Evaluation & Acquisition Strategy 13. Get to know the Balanced Scorecard as a Constitutional Court Tool 14. BSC & Strategy Management 15. Course Review and Evaluation 16. Final-Term Exam					

5	<p>Teaching methods</p> <ol style="list-style-type: none"> <li>1. Lectures</li> <li>2. Discussions</li> <li>3. Group Works</li> </ol>
6	<p>Assessment methods</p> <ol style="list-style-type: none"> <li>1. Task</li> <li>2. Mid-Term Exam</li> <li>3. Final-Term Exam</li> <li>4. Quiz</li> </ol>
7	<p>Other information e.g. bibliographical references</p> <p>Mandatory</p> <ol style="list-style-type: none"> <li>1. Aguinis, Hermann (2013), Performance Management 3rd Edn, Pearson Education Inc., New Jersey, USA</li> </ol> <p>Complementary</p> <ol style="list-style-type: none"> <li>2. Armstrong, Michael (2006), Armstrong's Handbook of Performance Management, 4thEdn, Kogan Page, London, UK.</li> <li>3. Kerzner, Harold (2011), Project Management Metrics, KPIs &amp; Performance, John Wiley &amp; Sons Inc- International Institute for Learning Inc, New York, USA.</li> <li>4. Kaplan, Robert , Norton, David (2008) Translating Strategy into Action, Harvard Business School Press, Boston Massachusetts, USA.</li> </ol>