

Name: Business Performance Management					
Module/course code: IAB61012	Student workload: 510 Minutes/Week	Credits (ECTS): 4.53 ECTS	Semester 5	Frequency Odd Semester	Duration 1x / Semester
Types of courses: Tutorial/Lecture/Response		Contact hours: 150 minutes/week	Independent study 360 minutes/week	Class size X students: 30 Students	
1	Prerequisites for participation -				
2	<p>Learning outcomes</p> <ol style="list-style-type: none"> 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	<p>Description:</p> <p>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.</p>				
4	Teaching methods: Lectures, Discussions, and Group Works				
5	Assessment methods: Task, Mid-Term Exam, Final-Term Exam, and Quiz				
6	<p>Other information e.g. bibliographical references:</p> <p>Mandatory</p> <ol style="list-style-type: none"> 1. Aguinis, Hermann (2013), Performance Management 3rd Edn, Pearson Education Inc., New Jersey, USA <p>Complementary</p> <ol style="list-style-type: none"> 1. Armstrong, Michael (2006), Armstrong's Handbook of Performance Management, 4th Edn, Kogan Page, London, UK. 2. Kerzner, Harold (2011), Project Management Metrics, KPIs & Performance, John Wiley & Sons Inc- International Institute for Learning Inc, New York, USA. 3. Kaplan, Robert , Norton, David (2008) Translating Strategy into Action, Harvard Business School Press, Boston Massachusetts, USA. 				