

Assessment: 5KIOP Understanding the Link between Individual and Organisational Performance

Name:

Learning Outcomes:

- 1 Understand the concept of high-performance working (HPW) and how it can benefit individuals and the organisation.
- 2 Understand the contribution of the performance management process to high levels of performance.
- 3 Understand the role of line managers in performance management processes.

Evidence to be produced:

Slides (Power-point or equivalent) with attached notes pages, equating to approximately 3000 words **in total**. All reference sources should be acknowledged correctly and a bibliography provided where appropriate (these should be excluded from the word count).

You have been asked to present information to a group of line-managers which will enhance their knowledge and understanding of *managing and improving performance*. In preparation for the presentation, prepare appropriate slides with related notes pages which expand on key points and make reference to academic literature, theory or models. Your presentation should cover the points listed below.

Evidence to be produced	Assessment Criteria	Pass/Refer	Feedback
1) High Performance Working A definition and description of HPW An evaluation of the link between HPW and organisational performance (i.e. competitive advantage and sustainable performance) An evaluation of the link between HPW and employee well-being.	1.1 Explain the concept and key components of HPW 1.2 Evaluate the link between HPW, competitive advantage and sustainable organisation performance. 1.3 Evaluate the link between HPW and employee well-being.		
2) Performance Management The main stages of the performance management cycle and some key performance management activities. An evaluation of how performance management can contribute to:	2.1 Define the main stages of the Performance Management Cycle and key performance management activities. 2.2 Evaluate the contribution of performance management activities		

i) employee capability and commitment ii) recognising and rewarding talent. An evaluation of the role of line managers in performance management processes. A description of some different ways HR and line managers can work together in performance management processes.	to employee capability and commitment, and to recognising and rewarding talent. 3.1 Evaluate the role of line managers in performance management processes. 3.2 Describe ways in which HR and line managers can work together in performance management processes.		
--	---	--	--

Summary comments

Assessor Signature _____ Date: