



UNIVERSITY OF WALES: TRINITY SAINT DAVID
PRIFYSGOL CYMRU: Y DRINDOD DEWI SANT

School of Business

London Campus

Managing Performance
LCMB7013

MODULE CODE:	LCMB7013
TITLE:	Managing Performance
DATED:	13/06/2018
LEVEL:	7
CREDITS:	20
JACS CODE:	N600

AIM(S)

- To develop a critical and analytical understanding of the importance and nature of Performance Management.
- To develop a critical and analytical understanding of the Human Resource Managers' role in developing, supporting and implementing the interconnected policies and practices designed to ensure continuous employee and organisation performance.

LEARNING OUTCOMES

Upon the successful completion of this module, the student should be able to demonstrate the ability to:

- identify and critically analyse the Human Resource Management role and contribution to managing and improving employee and organisational performance;
- critically appreciate the practices available to support, improve and achieve competitive advantage and high performance.

INDICATIVE CONTENT

- Performance Development Planning - the purpose and processes of Performance Appraisal and Performance Management.
- Performance Management - the drive towards competitive advantage and the place of HRM – behavioural, performance and other outcomes.
- Performance and Development – goal setting, measurement, appraisal, feedback.
- Trust, Manageability and Control - Motivation, Rewards and Incentives.
- HR and Line Managers – Business Strategy, Commitment, Improvement Flexibility and Quality.
- International, Environmental, Ethical and Sustainability issues.

LEARNING AND TEACHING STRATEGY

The study time for the module is divided as follows:

Activity type	Hours	Percentage
Scheduled learning	40	20
Independent learning	160	80
Placement learning		
TOTAL	200	100%

ASSESSMENT**Assessment Component 1 - Coursework**

Mode of assessment	Volume	Weighting
Essay	One 5000 words	100%

Assessment Summary

Activity type	Percentage
Written exam	
Coursework	100%
Practical	
TOTAL	100%

READING LIST

Module Code	LCMB7013	
Module Title	Managing Performance	
Classification	Reading List entry	Electronic*
Essential	Baron A and Armstrong M (2007) Human Capital Management Kogan Page	☒
Essential	Armstrong M. (2012) Armstrong's Handbook of Human Resource Management Practice 12th Ed. Kogan Page.	
Further	Lasserre P (2012) Global Strategic Management Palgrave.	☒
Further	Scullion H and Collings D G - Editors (2011) Global Talent Management Routledge	☒
Further	Pettinger R (2010) Organisational Behaviour – Performance Management in Practice Routledge.	☒
Further	Argyris, C. (1999) On Organisational Learning, London: Wiley Blackwell.	