

Module specification

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Refer to the module guidance notes for completion of each section of the specification.

Module code	BUS493
Module title	Performance Management
Level	4
Credit value	10
Faculty	FSLS
Module Leader	Owen Dale
HECoS Code	100078
Cost Code	GDZB

Programmes in which module to be offered

Programme title	Is the module core or option for this programme
Standalone module Affiliated to BA(Hons) Business for QAA purposes	Option

Pre-requisites

None

Breakdown of module hours

Learning and teaching hours	16 hrs
Placement tutor support	0 hrs
Supervised learning e.g. practical classes, workshops	2 hrs
Project supervision (level 6 projects and dissertation modules only)	0 hrs
Total active learning and teaching hours	18 hrs
Placement / work based learning	0 hrs
Guided independent study	82 hrs
Module duration (total hours)	100 hrs

For office use only	
Initial approval date	28/09/2021

For office use only	
With effect from date	01/01/2022
Date and details of revision	
Version number	1

Module aims

The overall aim of this module is to introduce students to a structured approach to support individuals as they and their organisations traverse the current challenges to enable an organisation to unleash its power and performance by unleashing the full potential of its individual employees. This includes providing students with a practical toolkit and a range of techniques to respond more effectively to facilitate high levels of employee effectiveness.

Module Learning Outcomes - at the end of this module, students will be able to:

1	Describe the strategic use of performance management to promote and improve employee effectiveness
2	Demonstrate the skills to review, assess, debrief and develop employees
3	Develop a range of tools and techniques to respond more effectively to facilitate high levels of employee effectiveness
4	Evaluate the strategic use of performance management to promote and improve employee effectiveness is a key skill and knowledge area

Assessment

Indicative Assessment Tasks:

This section outlines the type of assessment task the student will be expected to complete as part of the module. More details will be made available in the relevant academic year module handbook.

Students will be required to complete an online discussion forum on each weekly topic. The forums will enable students to reflect and demonstrate their learning. The minimum expectation for the total word count is 2,000 words.

Assessment number	Learning Outcomes to be met	Type of assessment	Weighting (%)
1	1-4	Coursework	100

Derogations

None

Learning and Teaching Strategies

This module will be delivered entirely online and the learning and teaching strategies will be accessible and wide-ranging in order to cater for a diverse audience. It is anticipated that content will take the form of recorded lectures, supporting signposts to learning materials such as links to videos, a moodle book if appropriate and further reading, asynchronous tutorials via discussion forums and live dialogic forums to stimulate thinking. Students will be expected to engage with all content.

The delivery for the four week short course will include:

- 1 x recorded lecture per week
- Supporting signposts to learning material on Moodle, such as links to videos (e.g. TED talks),
- A study guide if appropriate and further reading
- Material to support the delivery of 3 x Asynchronous tutorials
- Delivery of 1 x 2hr Dialogic forums

Indicative Syllabus Outline

Indicative topics for this module's syllabus include:

- Introduction to Performance Management
- Valuing people through performance management processes
- The practice of performance management
- How to have difficult conversations and tackle poor performance

Indicative Bibliography:

Please note the essential reads and other indicative reading are subject to annual review and update.

Essential Reads

Ashdown, L. (2018) Performance Management: A Practical Introduction. Kogan Page

Other indicative reading

Widdowson, L. and Barbour, P. J. Building Top-Performing Teams: A practical guide to Team Coaching to improve collaboration and drive organisational success. Kogan Page

Silveira, A. S. (2021) Building and Managing High-Performance Distributed Teams: Navigating the Future of Work

Journals

Academy of Management Journal
European Journal of Work and Organizational Psychology
Human Resource Management Journal
Organization Studies

Websites

<https://hbr.org/>

<https://www.cipd.co.uk/>

<https://www.forbes.com>

Employability skills – the Glyndŵr Graduate

Each module and programme is designed to cover core Glyndŵr Graduate Attributes with the aim that each Graduate will leave Glyndŵr having achieved key employability skills as part of their study. The following attributes will be covered within this module either through the content or as part of the assessment. The programme is designed to cover all attributes and each module may cover different areas.

Core Attributes

Engaged
Enterprising
Creative
Ethical

Key Attitudes

Commitment
Curiosity
Resilience
Confidence
Adaptability

Practical Skillsets

Digital Fluency
Organisation
Leadership and Team working
Critical Thinking
Emotional Intelligence
Communication