



Course unit Descriptor	Faculty of Economics Subotica	 UNIVERZITET U NOVOM SADU UNIVERSITY OF NOVI SAD
		
GENERAL INFORMATION		
Study program in which the course unit is offered	Leadership and Human Resource Management	
Course unit title	Performance Management	
Course unit code	MLM-05	
Type of course unit ¹	Optional	
Level of course unit ²	Master's	
Semester when the course unit is offered	Second (summer)	
Year of study (if applicable)	First	
Number of ECTS allocated	6	
Name of lecturer/lecturers	Slobodan Marić, Assistant Professor	
Mode of course unit delivery ³	Face-to-face	
Course unit pre-requisites (if any)	-No	
PURPOSE AND OVERVIEW (max 5-10 sentences)		
1. Introduction to students with theoretical foundations of the concept and best practices in management performance; 2. Presenting the dynamic nature of performance management through the presentation of new ideas and controversial issues; 3. Define topics for students' discussion based on personal experience related to the specific tasks of performance management practices in organizations; 4. Enable students to apply the knowledge gained during their classes for the design of the performance management system.		
LEARNING OUTCOMES (knowledge and skills)		
After realized teaching activities students will fully realize the understanding and concept purpose of the performance management and acquire the skills necessary for the development and implementation of performance management system		
SYLLABUS (outline and summary of topics)		

¹ Compulsory, optional

² First, second or third cycle (Bachelor, Master's, Doctoral)

³ Face-to-face, distance learning, etc.

Theory

1. Basics of performance management;
2. Performance management process;
3. Performance management and strategic approach;
4. Defining the performance and selection of the measurement system;
5. Development of a performance measure;
6. Implementation of the performance management system;
7. Reporting on performance measures;
8. Improving Performance Practice

Practice

Case Study for each Topics

LEARNING AND TEACHING (planned learning activities and teaching methods)

Leecture, discussion, case study analisys

REQUIRED READING

Aguinis, H. (2014). Performance management, 3th, Edinburgh Gate, Pearson

ASSESSMENT METHODS AND CRITERIA

Final and mid-term exam

1. Mid – term Project Exam or **face to face**
2. Mid – term Project Exam or **face to face**

FINAL EXAM: (face to face)

- 91-100 (A)
- 81-90 (B)
- 71-80 (C)
- 61-70 (D)
- 51-60 (E)

LANGUAGE OF INSTRUCTION

English