



**Professor**

Name	Phone number	Office	Email
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**Learning Outcomes**

Upon completion of this course students will be able to

- implement an organization's strategy using performance management processes.
- create a competitive advantage with performance management strategies.
- assess the performance of an organization, its functional units, and its stakeholders.
- explain how the employer-employee relationship reinforces the psychological contract.
- conduct a year-end performance evaluation that provides meaningful feedback and opportunities for team and/or individual development.
- explain the different roles and responsibilities of line managers and HR managers.

**Course Objectives**

This course will cover the following content:  
See Course Schedule

**Evaluation Procedure**

Team Assignments		65%
Reading facilitation/seminar	15%	
Cases analysis, facilitation and summaries	20%	
SPM research, report and presentation	20%	
Team Perf. Mgmt. design and application	10%	
Individual Component		35%
Mid-term Exam*	25%	
Preparation & Participation	10%	
Total		100%

**Notes**

\* A passing grade (50%) is required on the mid-term exam to pass this course.

See details of assignments, submission of work and marking guidelines in the syllabus.



**Course Schedule (subject to change)**

Date	Topic		Assignments



