

## MGMT90016 Performance Management & Reward Systems

<b>Credit Points:</b>	12.50
<b>Level:</b>	9 (Graduate/Postgraduate)
<b>Dates &amp; Locations:</b>	2012, Parkville This subject commences in the following study period/s: Semester 1, Parkville - Taught on campus.
<b>Time Commitment:</b>	Contact Hours: This subject is taught intensively over 36 hours. Total Time Commitment: Approximately 2.5 hours of personal study per hour of class time is required to achieve a satisfactory level of performance
<b>Prerequisites:</b>	None
<b>Corequisites:</b>	None
<b>Recommended Background Knowledge:</b>	None
<b>Non Allowed Subjects:</b>	None
<b>Core Participation Requirements:</b>	For the purposes of considering requests for Reasonable Adjustments under the Disability Standards for Education (Cwth 2005), and Students Experiencing Academic Disadvantage Policy, academic requirements for this subject are articulated in the Subject Description, Subject Objectives, Generic Skills and Assessment Requirements for this entry. The University is dedicated to provide support to those with special requirements. Further details on the disability support scheme can be found at the Disability Liaison Unit website: <a href="http://www.services.unimelb.edu.au/disability/">http://www.services.unimelb.edu.au/disability/</a>
<b>Coordinator:</b>	Prof Michelle Brown
<b>Contact:</b>	Graduate School of Business and Economics Level 4, 198 Berkeley Street Telephone: +61 3 8344 1670 <b>Online Enquiries</b> ( <a href="https://nexus.unimelb.edu.au/OnlineEnquiryForm.aspx?campaigncode=CMP-01311-VZ8293&amp;cssurl=https://nexus.unimelb.edu.au/cssfiles/gsbe.css&amp;redirecturl=http://www.gsbe.unimelb.edu.au/contactus/nexus/gsbe.html">https://nexus.unimelb.edu.au/OnlineEnquiryForm.aspx?campaigncode=CMP-01311-VZ8293&amp;cssurl=https://nexus.unimelb.edu.au/cssfiles/gsbe.css&amp;redirecturl=http://www.gsbe.unimelb.edu.au/contactus/nexus/gsbe.html</a> ) Web: <a href="http://www.gsbe.unimelb.edu.au">www.gsbe.unimelb.edu.au</a> ( <a href="http://www.gsbe.unimelb.edu.au">http://www.gsbe.unimelb.edu.au</a> )
<b>Subject Overview:</b>	This subject will examine the range of human resource management systems that seek to measure employee work performance and the implications for the design and evaluation of reward systems. The focus is on the design and evaluation of performance and reward management systems for both managerial and non-managerial employees. In the first half of the semester we will examine a range of design and operational challenges with performance management systems and the second half of the semester we will examine reward systems, with a particular emphasis on performance pay plans and their implications for employees, managers unions and global organisations.
<b>Objectives:</b>	On successful completion of this subject, students should be able to: <ul style="list-style-type: none"> <li># Identify the key features of individual, group and organisational level reward systems and performance management systems;</li> <li># Explain relationships between individual performance and a variety of reward systems that seek to promote organisational performance;</li> <li># Analyse and evaluate the effectiveness of the various approaches to pay and performance management.</li> </ul>
<b>Assessment:</b>	Assignment(s) not exceeding 3000 words (50%) One 2-hour end-of-semester examination (50%)
<b>Prescribed Texts:</b>	None
<b>Breadth Options:</b>	This subject is not available as a breadth subject.

<b>Fees Information:</b>	Subject EFTSL, Level, Discipline & Census Date, <a href="http://enrolment.unimelb.edu.au/fees">http://enrolment.unimelb.edu.au/fees</a>
<b>Generic Skills:</b>	<p>On successful completion of this subject, students should have improved the following generic skills:</p> <ul style="list-style-type: none"> <li># Critical thinking, which should be fostered by the application of theories relevant to performance management systems and to contemporary organisational practice;</li> <li># Problem solving, which should be developed by assignments that will require students to apply principles discussed in lectures and readings to their own or hypothetical situations;</li> <li># Oral and written communication, which should be developed in class discussion and in preparation of written assignments.</li> </ul>
<b>Related Course(s):</b>	<p>Master of Commerce (Management)  Master of Human Resource Management  Master of Management  Master of Management  Master of Management (Human Resources)  Master of Management (Human Resources)</p>