

## MGMT90016 Performance Management & Reward Systems

<b>Credit Points:</b>	12.50
<b>Level:</b>	9 (Graduate/Postgraduate)
<b>Dates &amp; Locations:</b>	This subject is not offered in 2014.
<b>Time Commitment:</b>	Contact Hours: One 3-hour seminar per week. 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>Contact:</b>	Email: <a href="mailto:brownm@unimelb.edu.au">brownm@unimelb.edu.au</a> ( <a href="mailto:brownm@unimelb.edu.au">mailto:brownm@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>Learning Outcomes:</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>	2 hour end-of-semester examination (50%); 1500 word group assignment and presentation, assignment due two weeks after in-class presentation (25%);and 1500 word individual assignment due weeks 8-10 (25%).
<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>	On successful completion of this subject, students should have improved the following generic skills:

	<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>	Master of Commerce (Management) Master of Commerce (Marketing) Master of Human Resource Management Master of Management Master of Management Master of Management (Human Resources) Master of Management (Human Resources) Master of Public Administration Master of Public Administration (Enhanced)