

BUSA90477 Motivating & Managing Performance

Credit Points:	6.25
Level:	9 (Graduate/Postgraduate)
Dates & Locations:	2016, Parkville This subject commences in the following study period/s: January, Parkville - Taught on campus. July, Parkville - Taught on campus.
Time Commitment:	Contact Hours: 16 hours (intensive) Total Time Commitment: 85 hours.
Prerequisites:	None
Corequisites:	None
Recommended Background Knowledge:	None
Non Allowed Subjects:	None
Core Participation Requirements:	For the purposes of considering requests for Reasonable Adjustments under the Disability Standards for Education (Commonwealth 2005), and Students Experiencing Academic Disadvantage Policy, academic requirements for this subject are articulated in the Subject Overview, Objectives, Assessment and Generic Skills sections of this entry. It is University policy to take all reasonable steps to minimise the impact of disability upon academic study, and reasonable adjustments will be made to enhance a student's participation in the University's programs. Students who feel their disability may impact on meeting the requirements of this course are encouraged to discuss this matter with the Student Equity and Disability Support Team: http://www.services.unimelb.edu.au/disability/
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Subject Overview:	Motivating and managing performance is designed to develop managers' leadership capabilities by developing personal awareness and self-management in order to develop the skills necessary to manage others effectively. The subject examines an evidence-based approach to leading and managing employees by drawing on models of behaviour change along with justice, goal setting and expectancy frameworks for performance management. The subject focuses on the development of interpersonal communication competencies through the use of reflection, experiential activities and case studies.
Learning Outcomes:	At the end of the subject, participants should: <ul style="list-style-type: none"> ·Be able to diagnose performance problems using diagnostic frameworks and identify appropriate strategies for handling performance issues. ·Be able to develop interpersonal skills to motivate and manage employee performance. ·Use a range of interpersonal skills to relate to others with rapport, and to manage others performance effectively.
Assessment:	1250 word organisational analysis report due 4 weeks after the intensive class (50%) Case study questions (approx. 1250 words) at the end of the intensive class (50%)
Prescribed Texts:	N/A
Recommended Texts:	N/A

Breadth Options:	This subject is not available as a breadth subject.
Fees Information:	Subject EFTSL, Level, Discipline & Census Date, http://enrolment.unimelb.edu.au/fees
Generic Skills:	<ul style="list-style-type: none"> ·Problem solving and critical thinking skills through consideration of organisational examples and critical appraisals of research and theory; ·Verbal and written communication skills through the analytical presentation of cases and the provision of performance feedback; ·Collaborative learning and reflective skills will be developed by working individually and in groups throughout the subject.Collaborative skills will also be fostered through exercises, role plays, and simulations that are incorporated into the program.Reflective skills will also be developed through the simulation. ·Computer skills will be strengthened through the use of the website and simulations.
Links to further information:	https://mteliza.mbs.edu/Management-Leadership/Specialist-Certificates
Related Course(s):	Specialist Certificate in Leadership