

Wollo University

Institute of Teachers' Education and Behavioural Sciences

Department of Educational Leadership and Management

Course Outline for the Course for Performance Management (EdPM-3094)

For Second Year EdPM Regular Students

Credit Hours= 2

Course Description

The course is designed to orient students with concepts such as history of performance management , performance appraisal system, behavioural and result oriented performance appraisal and management, methods of performance management, personnel development planning, coaching, counseling, team performance management, feed backing, personnel problem solving, framework of personnel management and various factors and issues in performance management.

Learning Outcome:

- Apply principles of performance management in educational institution
- Develop performance management system for local school
- Conduct performance and development reviews
- Implement MBO, result oriented, BPR and BSC in school performance management

1 THE ESSENCE OF PERFORMANCE MANAGEMENT

1.1 Definition of performance management

1.2 Origin of performance management

1.3 Purposes of performance management

2. PERFORMANCE MANAGEMENT IN ACTION

2.1 Performance management as a process

2.2 Personnel development planning

2.3 Performance management and job evaluation

2.4 Performance coaching

2.5 Improved management control

3. OPERATIONAL PERFORMANCE MANAGEMENT

3.1 Performance measures

3.2 Types of measures

3.3 Purposes of measuring performance

3.4 Competence related performance

3.5 Competence and Competency analysis

4. FRAMEWORK OF PERFORMANCE MANAGEMENT

4.1 Issues of think-tank groups

4.2 Monitoring and evaluation

4.3 developing integrated PMs

4.4 Empowering institutions

4.5 Continuous training and coaching

4. FACTORS FOR SUCCESSFUL IMPLEMENTATION OF PMS

5.1 Team performance management

5.2 Feedback

5.3 Reward system

5.4 Performance problem solving

5.5 Conducting performance and development reviews

6 CURRENT PERFORMANCE MANAGEMENT ISSUES IN ETHIOPIA

6.1 Result oriented performance management

6.2 Management by objective

6.3 Application of BPR

Assessment Methods:

Continuous Assessment (50%) & Final Exam. (50%)

Armstrong(1996).A Hand book of personnel Management Practice. London .Macmillan.

Armstrong and Baron (1998).Performance Management : The New Realities . London: Macmillan.

D. Enose(2000) .Performance Management: Making it Happen. USA:

Ethiopian Management Institute (2004). Integrated Performance Management for Ethiopian Public Enterprises. Addis Ababa: Unpublished.

Fletcher,c.(1993) Appraisal : Routes to Improved Performance .London: Institute of personnel Development .

L.Cardy(2004).Performance Management : Concepts, Skills and exercises. USA