

**Master Degree in Business Administration and Management (Degree Code:
LM-77)
PERFORMANCE EVALUATION (SECS-P/07)
A.Y. 2022/2023, II Year, I semester, ECTS Credits: 6
Prof. Monica Giacotti**

Course information	Performance evaluation 6 ECTS – 42 hours Lesson period: I semester, September/November 2023.
Instructor Contacts	Prof. Monica Giacotti Researcher of Business economics Department of Clinical and Experimental Medicine, Magna Graecia University E-mail: mgiancotti@unicz.it
Course description	This course examines the area of performance management, a strategic and integrated process that delivers sustained success to organizations by improving the performance of people who work in them and by developing the capabilities of individual contributors and team. Performance management involves both the manager and employee in identifying and describing essential job functions and relating them to the mission and goals of the organization, developing realistic and appropriate performance standards, giving and receiving feedback about performance, writing and communicating constructive performance evaluations and planning education and development opportunities to sustain, improve or build on employee work performance.
Course goals and Expected Learning Outcomes (knowledge and understanding; Apply knowledge and understanding; Autonomy of judgment; Communication skills; Learning ability)	The aim of the course is to provide the student with knowledge about the tools and techniques of performance evaluation in private companies. The course is characterized by a strong practical as well as theoretical component, therefore, through the analysis of practical cases and guided exercises, it intends to promote an applied learning path (from understanding the logic underlying the different evaluation methods to applying them). The expected learning outcomes consist in the development by the students of: i) adequate knowledge and ability to understand the different assessment methods; ii) ability to apply the methods and tools learned; iii) ability to use, process and synthesise information in full intellectual and judgment autonomy to enhance critical analysis and problem solving skills.
Program (Attending and non Attending students)	Approaches to performance assessment. Performance management systems. Critical success factors.
Expected student workload	110 hours
Teaching Methods	Teaching methods include: - frontal lessons, - exercises/case studies
Learning resources (textbooks, eventual further readings useful to a reader seeking additional	Students are invited to refer to the following text: Handbook of Performance Management, Michael Armstrong. 7th Edition. CHAPTER 1, 2, 3, 5, 7, 8.

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Support activities	The teacher supports the students during office hours. The calendar of the office hours is published on the website of the Department of Law, Economics and Sociology (Notices section), as well as on the e-learning page of the course. It is always preferable to contact the teacher at: mgiancotti@unicz.it																												
Attendancy policy	The attendancy policy is established by art. 8 of the University teaching regulation: http://www.unicz.it/pdf/regolamento_didattico_ateneo_dr681.pdf .																												
Assessment methods	Exam modalities: Written and oral exam. The final exam will be graded according to the following table:																												
	<table border="1"> <thead> <tr> <th>Votazione</th> <th>Knowledge and comprehension</th> <th>Analysis and synthesis</th> <th>Use of bibliographic references</th> </tr> </thead> <tbody> <tr> <td>Fail</td> <td>Important gaps/mistakes/lexical inaccuracies Confusion</td> <td>Irrilevant Inappropriate use of digressions and generalizations</td> <td>Not able</td> </tr> <tr> <td>18-20</td> <td>Minimal orientation skills in the subject Evident imperfections/gaps</td> <td>Barely sufficient</td> <td>Barely sufficient</td> </tr> <tr> <td>21-23</td> <td>Superficial knowledge Serious imperfections</td> <td>Correct method supported by coherent presentation/reasoning</td> <td>Able</td> </tr> <tr> <td>24-26</td> <td>Good knowledge</td> <td>Correct method supported by coherent presentation/reasoning</td> <td>Able</td> </tr> <tr> <td>27-29</td> <td>Remarkable knowledge, supported by orientation skills in the subject and considerable critical thinking</td> <td>Correct method supported by coherent presentation/reasoning with hints of originality</td> <td>Able to focus the subject logically and coherently.</td> </tr> <tr> <td>30-30L</td> <td>Excellent knowledge supported by outstanding orientation skills in the subject and profound critical thinking</td> <td>Correct method supported by coherent presentation/reasoning with noticeable originality</td> <td>Able to focus the subject logically and coherently.</td> </tr> </tbody> </table>	Votazione	Knowledge and comprehension	Analysis and synthesis	Use of bibliographic references	Fail	Important gaps/mistakes/lexical inaccuracies Confusion	Irrilevant Inappropriate use of digressions and generalizations	Not able	18-20	Minimal orientation skills in the subject Evident imperfections/gaps	Barely sufficient	Barely sufficient	21-23	Superficial knowledge Serious imperfections	Correct method supported by coherent presentation/reasoning	Able	24-26	Good knowledge	Correct method supported by coherent presentation/reasoning	Able	27-29	Remarkable knowledge, supported by orientation skills in the subject and considerable critical thinking	Correct method supported by coherent presentation/reasoning with hints of originality	Able to focus the subject logically and coherently.	30-30L	Excellent knowledge supported by outstanding orientation skills in the subject and profound critical thinking	Correct method supported by coherent presentation/reasoning with noticeable originality	Able to focus the subject logically and coherently.
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