

HRMT 403 Relationship and Performance Management

This course introduces students to the major concepts of relationship and performance management. Students will learn about performance management strategies, practices, and constraints. This course offers students the opportunity to delve into managing employee performance and evaluate various HRM scenarios from the lenses of HR professionals.

(Prerequisite: MGMT 302) (3 credits)

Course Learning Outcomes:

By the end of the course, students will be able to:

1. Demonstrate critical knowledge and understanding of some specialized relationship and performance HRM concepts.
2. Apply specialized knowledge to deal with some complex relationship and performance management problems as an HR practitioner.
3. Apply quantitative and qualitative approaches to critically identify issues in relationship and performance management.
4. Demonstrate specialized-level skills to communicate and present specialized performance management topics in HRM.
5. Demonstrate the ability to operate at a specialized level in complex performance management HR contexts and lead multiple projects with decision making responsibilities.

Text Book & Course Materials:

- Book: Organizational behavior: improving performance and commitment in the workplace. Eighth edition. Publisher: McGraw-Hill

Course Content:

1. Job performance
2. Organizational commitment
3. Job satisfaction
4. Stress
5. Motivation
6. Trust, justice and ethics
7. Learning and decision making
8. Ability
9. Teams processes and communication
10. Leadership: power and negotiation
11. Organizational culture