HR 613: Performance Management

Course Description:

This online graduate-level course explores the concepts and practices of performance appraisal in organizations. It places an emphasis on the appraisal being far more than an annual event. In addition to discussing the alternative designs available for the appraisal process, we will also explore ways to link the performance appraisal to an overall talent management strategy led by HR.

*This course has been designed to align with particular HR content areas, personal competencies, and business/policy knowledge applications recommended by the Society for Human Resource Management (SHRM) in their Graduate HR Curriculum Guidelines. WCU’s MSHR curriculum was reviewed by SHRM in 2010 and recognized as being in full alignment with their graduate HR curriculum guidelines.

Learning Objectives:

Upon the completion of this course, learners will be able to:

1) Discuss the purposes of the performance appraisal in the organization
2) Discuss the content of the appraisal
3) Describe how appraisal fits as an element of a talent management strategy and organizational strategy
4) Discuss the role of HR in leading the performance appraisal and feedback process
5) Evaluate the design of various performance appraisal/mgt. systems
6) Discuss implementation issues of an appraisal/perf. mgt. system.