

Syllabus

for course at first level

Performance Management

Verksamhetsstyrning och prestationsmätning

7.5 Higher Education

Credits

7.5 ECTS credits

Course code:	FE3432
Valid from:	Autumn 2019
Date of approval:	2019-06-12
Department	Stockholm Business School
Main field:	Företagsekonomi
Specialisation:	G1F - First cycle, has less than 60 credits in first-cycle course/s as entry requirements

Decision

This course syllabus was approved by the Department Board at Stockholm Business School, Stockholm University 2019-06-12.

Prerequisites and special admittance requirements

45 credits from Business Studies I and II, or equivalent.

Course structure

Examination code	Name	Higher Education Credits
3432	Performance Management	7.5

Course content

The course is designed to reach the learning objectives by several activities. The basic learning comes from reading the literature, reflecting, discussing, writing and presenting ideas and analysis both orally and in written text.

The past decades have seen dramatic increases in the explicit use of performance measurement techniques for measuring, controlling and managing organizational performance. The rationale behind these developments has been an assumption that measuring performance leads to better organizational results. The initial parts of this course introduces techniques and tools for performance management. The course then focuses on elaborating and problematizing the understanding of performance management through different theoretical perspectives, aiming to advance analytical skills on the topic.

The course covers different theories and problematizing perspectives in lectures and readings. The seminar series provides opportunities to practice the application of theories and problematizing perspectives on various aspects of performance management.

Learning outcomes

The overall aim of the course is to improve analytical skills in the area of performance management.

Upon completion of the course, students should be able to:

Knowledge and understanding

1. Recall and describe various performance management techniques that are taught in the course.

Skills and abilities

2. Apply the course literature and the information obtained during lectures and seminars to problematize performance management techniques in organizations.
3. Argue, both orally and in written text, for and against various performance management techniques
4. Relate different performance management techniques to each other.

Judgement and approach

5. Critically reflect upon and discuss the underlying assumptions of performance management techniques.

Education

The course consists of a combination of lectures, seminars and group work and requires a significant portion of self-study on the part of students.

assessment for the course will be continuous and is carried throughout the different activities of the course.

The course workload is 200 hours equivalent to 7,5 ECTS (40 hours per week equivalent to 1,5 ECTS).

The language of instruction is English.

Please note that all teaching and learning activities - such as lectures, seminars, assignments and assessment tasks – are carried out in English.

Forms of examination

Assessment for the course will be continuous and is carried throughout the different course activities. Each assessment task is weighted in relation to its importance in the overall assessment of the course. The student's results from the different assessment tasks are added up to a total course score that will then translate into the final grade for the course.

Assessment tasks

The course contains the following weighted assessment tasks

1. Individual final examination: assesses intended learning outcomes 1, 2, and 5; constitutes 70% of total course points.
2. Completed seminar assignments and participation in the seminars: assesses intended learning outcomes 3, 4 and 5; constitutes 30% of total course points.

Grading

After completion of the course, students will receive grades on a scale related to the intended learning outcomes of the course. Passing grades are A, B, C, D and E. Failing grades is F.

A course comprises 0–100 course points. Receiving a final passing grade requires at least 50 course points. The scale for the final grade is tied to fixed score intervals: A: 90-100; B: 80-89; C: 70-79; D: 60-69; E: 50-59; F: less than 50. The grades correspond to the total score points a student obtains (over a total of 100) for all the weighted assessment tasks combined as part of the continuous assessment for the course.

Each assessment task is awarded 0–100 points. The score for a single assessment task is the number of points multiplied by its percentage weight, and the combined total of score points for all weighted assessment tasks for the course are added up to a final score between 0 and 100 which then translates into a corresponding final course grade between A and F.

All assessment tasks are assessed on a 100-point scale.

The student is responsible for completing the course's assessment tasks: that a sufficient amount of course points is earned and a passing course grade is obtained. The course's final assessment task can be taken twice: 1) during the course's first scheduled occasion; and, if a passing result (at least 50 course points) was not achieved at the first occasion, 2) at the course's second, scheduled occasion. All other assessment tasks are offered once during the course.

A passing grade (A–E) in the course is obtained when a student has achieved at least 50 course points.

A failing grade (F) in the course is obtained when a student has not achieved at least 50 course points:

- If less than 50 course points are achieved, a grade F is obtained, implying that the entire course must be retaken and that previously acquired course points are forfeited.

Re-registration implies that:

- first-time registered students have priority access to the course's group registration;
- the final assessment task can be re-assessed without attendance at any of the course's other learning activities and without points from the course's other assessment tasks accredited.

Students receiving a passing grade may not retake the final examination or complete a previously not completed assessment task to attain a higher grade. A passing grade may not be turned into a failing grade upon the request of a student.

Assessment criteria

Assessment criteria are designed as overall assessments, combined qualitative descriptions of what the student is expected to do in order to demonstrate how well the course's learning outcomes are achieved. The assessment criteria are based upon the general abilities as expressed in the degree objectives of the Higher Education Ordinance (appendix 2, System of Qualifications). The list of abilities below is a compilation of these degree objectives. To pass the course (grade E) students should demonstrate general ability to:

- recall, understand and explain course content, the course subject and its scientific basis and methodology;
- apply course content;
- critically analyse course content;
- problematise course content;
- orally and in writing, present and discuss course content;
- assess course content in terms of scientific, social, and ethical aspects;
- relate course content to current social issues;
- meet standards of written presentation and formal accuracy.

The following assessment criteria are used to decide to what extent students have demonstrated these abilities and hence fulfil the course's intended learning outcomes, whereby a grading decision can be made. A higher grade-level presupposes the abilities at lower levels.

A (Excellent) ☐

The student demonstrates ability to evaluate and relate to the content of the course from a comprehensive, critically reflective perspective, as well as to transfer and apply insights in new, meaningful contexts.

B (Very Good) ☐

The student demonstrates ability to, from an overarching and coherent perspective of the field, understand and use concepts to explain how different aspects of the course relate to each other, interconnect and become meaningful.

C (Good) ☐

The student demonstrates ability to discuss the content, tasks and complex issues dealt with in the course from several well-developed but mainly independent perspectives.

D (Satisfactory) ☐

The student demonstrates satisfactory ability to discuss the content, tasks and complex issues dealt with in the course in a way that, albeit in-depth and elaborate, is decidedly one-dimensional.

E (Sufficient) ☐

The student demonstrates sufficient ability to discuss the content, tasks and complex issues dealt with in the course in a way that is decidedly one-dimensional.

F (Fail) ☐

The student's knowledge, skills and abilities display major flaws, overall or in significant parts.

Interim

If the course is discontinued, or its contents are substantially altered, students have the right to be examined according to this syllabus once per semester for three further semesters.

Limitations

This course may not be included in a degree together with a course, taken in Sweden or elsewhere, of identical or partially similar content.

Misc

Exemption from an assessment task is granted if the student presents a valid reason and a written certification (such as illness and a medical certificate), whereupon the student may re-sit the assessment task at a later date while maintaining previously acquired course points.

Application for exemption should be submitted to the Director of Studies immediately after, or during planned absences well before, the date when the assessment task is carried out. A granted exemption expires at the end of the immediately following semester.

Required reading

Required Reading

- A selection of academic articles (updated each semester, see the study guide).
- Lecture notes.