

Unit HRM704: Performance Management

Unit code: M/615/3308

RQF level: 7

Aim

The aim of this unit is to enable learners to understand the main elements that influence the performance of employees at all levels within an organisation and the ways in which such elements can be managed in a constructive manner. Further to provide learners with understanding to devise and implement appropriate HR practices and strategies that relate to Performance Management.

Learning Outcomes and Assessment Criteria

Learning Outcome	Assessment Criteria
To achieve this unit a learner must:	Assessment of these outcomes demonstrates the learner can:
1: Understand the linkages between employee performance, HR practices and organisational performance.	1.1: Identify the linkages between HR practices and organisational performance
	1.2: Explain the role of HR in contributing to employee performance.
2: Be able to identify the barriers and blockages preventing expected standards of performance being met.	2.1: Identify the expected performance standards of an organisation and barriers and blockages in achieving those.
	2.2: Formulate strategies and tactics to overcome the identified barriers and blockages.
3: Be able to analyse the key HR and employment practices influencing employee performance.	3.1: Identify the key HR and employment practices and their influence on employee performance.
4: Understand the key requirements of various systems central to performance management and their integration.	4.1: Identify various systems central to performance management.
	4.2: Explain various ways to integrate various systems central to performance management.

Delivery and Assessment

Tuition and guidance should feature flexible approaches to delivering the unit. Formal tuition sessions, whether face to face or online, will identify some of the required, theoretical subject matter. This will help learners to work individually, or as part of a group, researching and gathering information about the subject.

Personal and group research, case studies, simulations, exercises and discussion are typical and engaging ways of learning about the subject. Learners will likely use tutor- and self- directed study and reflect on their experience and expertise.

Up-to-date information and materials are available from many sources such as businesses, the worldwide web, television and radio broadcasts, broadsheet newspapers and advisory services.