

School / Faculty: Federation Business School

Course Title: REWARD AND PERFORMANCE MANAGEMENT

Course ID: BUHRM3705

Credit Points: 15.00

Prerequisite(s): (BUHRM1501)

Co-requisite(s): Nil

Exclusion(s): (BUHRM2610 and BUHRM3730)

ASCED Code: 080303

Grading Scheme: Graded (HD, D, C, etc.)

Program Level:

AQF Level of Program						
	5	6	7	8	9	10
Level						
Introductory	■	■	■	■	■	■
Intermediate	■	■	■	■	■	■
Advanced	■	■	✓	■	■	■

Learning Outcomes:

Knowledge:

- K1.** Identify and analyse the main theoretical approaches to reward and performance
- K2.** Evaluate different approaches to motivating employees, managers and executives through reward and performance management systems
- K3.** Identify and contrast contemporary examples and approaches to rewards and performance management
- K4.** Relate the theoretical aspects of reward and performance management to enable constructive discussion in the workplace

Skills:

- S1.** Analyse and evaluate the strategies needed to manage reward and performance systems and explain the results to others
- S2.** Evaluate approaches to problems regarding reward and performance management systems
- S3.** Transfer complex knowledge by engaging in analysis, description and reflection on the implications of reward and performance management systems for organisations and employees

Application of knowledge and skills:

Course Outline (Higher Education)

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- A1.** Independently identify and communicate information that informs reward and performance management across various industries from a global perspective, using appropriate theories
- A2.** Design, develop, implement and evaluate a range of reward and performance management systems across multiple industries using appropriate information

Course Content:

Topics may include:

- The definition of reward and performance management
- The role of reward and performance management within the overall model of Human Resource Management (HRM)
- Alignment of reward and performance management with the organisation's strategic plan
- Employee motivation and its relationship to reward and performance management
- The structure of an effective reward and performance management systems which motivate employees to achieve the organisation's objectives
- Executive rewards
- The ethics of reward and performance management systems, including personal and organisational security issues

Values and Graduate Attributes:

Values:

- V1.** Appreciate how to conduct themselves in a business environment in an ethical and socially responsible manner
- V2.** Appreciate the need for Human Resource Management strategies to maximise the potential of all staff
- V3.** Appreciate the needs and benefits of reward and performance management at work

Graduate Attributes:

FedUni graduate attributes statement. To have graduates with knowledge, skills and competence that enable them to stand out as critical, creative and enquiring learners who are capable, flexible and work ready, and responsible, ethical and engaged citizens.

Attribute	Brief Description	Focus
Knowledge, skills and competence	The course is designed to provide a foundation of Reward and Performance Management knowledge and will motivate graduates to explore opportunities to undertake further studies in the area.	High

Course Outline (Higher Education)

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Attribute	Brief Description	Focus
Critical, creative and enquiring learners	The course will develop student's self-reliance through both the individual and group tasks by gaining a greater understanding of the requirements to manage themselves and work with others to achieve successful outcomes.	Medium
Capable, flexible and work ready	Graduates of the course will feel confident to engage in constructive discussion with managers, professionals and decision-makers in their workplace and community on a wide range of critical issues.	Medium
Responsible, ethical and engaged citizens	Graduates of the course will understand and be able to implement ethical decision making and understand the impact decisions have on the community.	Medium

Learning Task and Assessment:

Learning Outcomes Assessed	Assessment Task	Assessment Type	Weighting
K1,K2,K3 S1 A1	Evaluate current theory and practice	Individual essay, test or case study	10-20%
K2,K3,K4 S1,S2,S3 A1,A2	Research, critical analysis and synthesis of information into a student-based reward or performance management project	Individual or group report or report and presentation	30-40%
K1,K2,K3,K4 S2 A1	Evaluate current theory and practice	Examination	40-60%

Adopted Reference Style:

APA