INTRODUCTION

Every organization needs mechanisms that can relate long-term Strategic Planning developed by high-level management with short-term activities carried out at operational levels.

Performance management systems meet these needs by applying mechanisms that seek:
1. Logical connections between an organization's objectives and those of its employees, using a structure that provides the organization's members with adequate information, functions and authority.
2. To motivate people in positions of responsibility and to make it easy to know (and correct) when they are not acting in the appropriate way. This is achieved using a process involving a set of actions that evaluates and rewards the managers concerned.

AIMS

Become familiar with some of the existing tools for carrying out the strategy implementation, evaluation and rewarding of people with managerial responsibilities.

Discover the importance of an organization's structure having a logical connection with strategy and with the availability of managers.

See planning as a tool to establish, evaluate and transmit the medium and long-term objectives of organizations.

METHODOLOGY

The course will be almost entirely focused on the discussion of case studies in the classroom. Each subject will be accompanied by sufficient reading material to enable the students to become familiar with the basic theories that they will be applying in each case study.

EVALUATION

Each participant will be evaluated based on their knowledge of the specific subject as well as on the quality and consistency of their participation. 80% of the final grade will be based on at least one individual written assignment during the course as well as the final exam. The remaining 20% will be based on the quality and regularity of their participation. Even though participants may score a high grade on their participation they will also need to pass the written part of the evaluation in order to get a passing grade on the subject.
BIBLIOGRAPHY


