

HRM 528 Seminar in Managing People for High Performance

Performance management is about creating an environment and relationship that encourages each individual to flourish. Managing people for high performance is the key to managerial success in any organization. The course is designed to prepare participants to take main leadership role in their respective organization for contributing towards business excellence.

The course contents include: Leadership and Motivational Theories as applied in Hi Tech organizations; The Relationship and its importance in the corporate environment for high performance; Definition of high performers, Performance maximization through goals / objectives, Empowerment, Degree of autonomy, Accomplishment; How poor performers can be converted into high performers; Capability and competency maximization; Capacity enhancement, etc. The main aim is to use world best practices in organizational motivation and personal leadership style for achieving best performance.

Course Contents:

- Importance of performance management

- The relationship between the organization mission, strategy and operational goals and how they relate to performance

- The concept of benchmarking and how it relates to managing performance

- The various roles of the trainer, HR generalist, the employee and the manager/ supervisor with respect to managing performance

- The key elements of performance management process

- Techniques and tools used to enhance performance

- Contribution of coaching towards performance management

Text Books:

- Das Hari.: Performance management : PH Series in Human Resource management, Prentice hall 2003