

Performance Appraisal and Career Management



SCHOOL

IAE School of Management



CAMPUS

Saint-Serge



LEVEL

2nd year Master's degree



OPEN TO EXCHANGE STUDENTS

Yes



SEMESTER

Fall (S1)

> **Degree course:** International Human Resource Management

> **Teaching unit:** UE 1-3

> **Course language:** English

> **Duration (hours):** 24

> **ECTS:** 3

> **Teacher(s):** Jean-Delage-Sié

> **Assessment:**

Continuous assessment

Final exam

> **Teaching methods:**

Lecture course 24 hours

Tutorial course hours

Practical work hours

Case study

Project

COURSE DESCRIPTION

This is an advanced course in human resource management that covers the topics of career management and performance appraisal, contributing to new talent management ideas and practices.

12 hours - Performance appraisal: Through theories, case studies, and our own thinking, this course will help students in getting insights on what career management is today and navigate the new era of talent management. It covers the concept of performance appraisal, the objectives, uses and characteristics of an appraisal system deployment, and the future of performance appraisal.

12 hours - Career management: This class covers the topics of career management, and new talent management ideas and practices. Through theories, case studies, and our own thinking.

The approach of the course will be practical guidance for leading performance appraisal design and career management and their implementation and management in organizations. This is based on explanatory theories, scientific research and practical experience.

Teaching methods :

Classes will be interactive, with both the professor and students sharing in the process.

It is to the student's advantage to stay current with readings and assignments. A variety of learning tools will be used to develop and enhance the student's understanding of the subject matter, including exercises, small group activities, case analyses, current events, and class discussions.

OBJECTIVES

The tools and skills developed in this course should help students become more effective contributors to organizations.

-Understand the practice of human resource performance management in modern corporations

-Understand the practical framework of performance appraisal and career management

-Learn methods and practices to acquire, engage, and develop talent management

This course will also give students insights into what career management is today.

Students learn concepts and approaches and how to navigate the new era of talent management.

PREREQUISITES

Basic knowledge of human resources, organizational behaviour, and business management is required. No book is required.

SELECTIVE BIBLIOGRAPHY

Greenhaus, J. H., Callanan, G. A., & Godshalk, V. M. (2010). Career management. Sage.