

Annex No. 3/19		First Cycle Studies Course Programme			
1.	Course Title	Performance Management			
2.	Code	MGT 340			
3.	Study programme	Management and Entrepreneurship			
4.	Organizer of the study programme (university unit i.e. institute, chair, department)	Ss. Cyril and Methodius University in Skopje Faculty of Economics - Skopje Chair of Management			
5.	Level (first, second, third cycle)	First cycle			
6.	Academic year / semester	3 rd / 6 (summer semester)	7.	Number of ECTS credits	7.5
8.	Professor	Prof. Ljupcho Eftimov, PhD			
9.	Preconditions for enrolment	None			
10.	Course Objectives (Competencies): After completing the course, students should be able to: <ul style="list-style-type: none"> ▪ Demonstrate a critical awareness of current research within the field of Performance Management; ▪ Identify the benefits of performance management for the employees, managers and organizations; ▪ Translate the organizational strategies into performance indicators; ▪ Design effective performance management system and determine steps for its implementation; ▪ Conduct independent research into an aspect of organizational performance in a business context; ▪ Implement a wide range of practical skills to plan, manage, measure and review organizational performance; ▪ Find applicable solution and initiate appropriate actions for enhancing organizational performance. 				
11.	Course content: <ol style="list-style-type: none"> 1. Performance measurement evolution 2. Organizational performance view through various business functions 3. Modern vs. Traditional measurement of the organizational performance 4. Management of the organizational performance 5. Systems for managing organizational performance 6. Dominant concepts for managing organizational performance in practise 				
12.	Learning methods: presentations, interactive lectures, team work, guest speakers, case studies, directed discussions, preparation and presentation of individual or team papers, homework.				
13.	Total hours	7.5 ECTS x 30 classes = 225 classes			
14.	Allocation of hours per activity	60+30+60+15+60= 225 classes			
15.	Types of teaching activates	15.1.	Lectures	60 classes	
		15.2.	Exercises, seminar, team work	30 classes	
16.	Other types of activities	16.1.	Projects (written and oral presentation)	60 classes	
		16.2.	Individual Assignments	15 classes	
		16.3	Homework	60 classes	
17.	Grading method: 60+30+10=100 points				
	17.1.	Tests (Domain, Essay, Multiple choice exam, Case)	60 points		

	17.2.	Individual or Group Assessment / projects (with written and oral presentation)			30 points	
	17.3.	Attendance and class participations			10 points	
	17.4.				%	
18.	Grading scale		less than 50 points		5 (five) (F)	
			from 51 to 60 points		6 (six) (E)	
			from 61 to 70 points		7 (seven) (D)	
			from 71 to 80 points		8 (eight) (C)	
			from 81 to 90 points		9 (nine) (B)	
			from 91 to 100 points		10 (ten) (A)	
19.	Preconditions for taking the final exam		Realized activities from points 15 and 16			
20.	Language		Macedonian			
21.	Evaluation method		Internal evaluation and survey			
22.	Literature					
	22.1.	Compulsory literature				
		No.	Author	Title	Publisher	Year
		1.	Eftimov, Ljupcho	<i>Performance Management, teaching material</i>	Faculty of Economics - Skopje	2018
		2.	Bourne, M., Bourne, P.	<i>Handbook of Corporate Performance Management</i>	John Wiley and Sons, Ltd U.K.	2011
	22.2.	Additional literature				
		No.	Author	Title	Publisher	Year
		1.	Cokins, Gary	<i>Performance Management: Integrating Strategy Execution, Methodologies, Risks and Analytics</i>	Wiley	2009
		2.	Neely, A. D.	<i>Business Performance Measurement: Theory and Practice</i>	Cambridge University Press, Cambridge	2002
		3.	Kaplan, R. S. and Norton, D. P.	<i>The Balanced Scorecard – Translating Strategy into Action</i>	Harvard Business School Press, Boston	1996