



## Management (MGMT) 2125 Performance Management

### COURSE SYLLABUS

Online

Spring Semester 2018

#### COURSE INFORMATION

Credit Hours/Minutes: 3/2250

Class Location: Georgia Virtual Technical Connection (GVTC)/Blackboard

Class Meets: Via Internet for 15 weeks

Course Reference Number (CRN): 40013

Preferred Method of Contact: email [Vicki Spivey vspivey@southeasterntech.edu](mailto:Vicki.Spivey@southeasterntech.edu)

#### INSTRUCTOR CONTACT INFORMATION

Instructor Name: Vicki Spivey

Office Location: 831 Gillis Building (Medical-Technology)

Office Hours: 10-11:30, 2-4

Email Address: [Vicki Spivey vspivey@southeasterntech.edu](mailto:Vicki.Spivey@southeasterntech.edu)

Phone: 912.538.3175

Fax Number: 912.538.3106

#### SOUTHEASTERN TECHNICAL COLLEGE (STC) CATALOG AND HANDBOOK

Students are responsible for all policies and procedures and all other information included in Southeastern Technical College's [Catalog and Handbook](http://www.southeasterntech.edu/student-affairs/catalog-handbook.php) (<http://www.southeasterntech.edu/student-affairs/catalog-handbook.php>).

#### REQUIRED TEXT

Performance Management, Third edition, Aguinis, 2013, Prentice Hall, 10: 0132556383

#### REQUIRED SUPPLIES & SOFTWARE

Black, blue or red ink pens, number 2 lead pencils, erasers, jump drive, Universal Serial Bus, etc. and 3-subject notebook. Browser should be Internet Explorer 7 or higher or Mozilla Firefox 2.0 or higher.

Note: Although students can use their smart phones and tablets to access their online course(s), exams, discussions, assignments, and other graded activities should be performed on a personal computer. Neither Blackboard nor GVTC provide technical support for issues relating to the use of a smart phone or tablet so students are advised to not rely on these devices to take an online course.

#### COURSE DESCRIPTION

Develops an understanding of how fostering employer/employee relationships in the work setting improves work performance. Develops legal counseling and disciplinary techniques to use in various workplace situations.

## MAJOR COURSE COMPETENCIES

Topics include: the definitions of coaching, counseling, and discipline; importance of the coaching relationship; implementation of an effective counseling strategy; techniques of effective discipline; and performance evaluation techniques.

## PREREQUISITE(S)

None

## COURSE OUTLINE

1. Definitions of Coaching, Counseling, and Discipline Lecture
2. Importance of The Coaching Relationship
3. Implementation of an Effective Counseling Strategy
4. Techniques of Effective Discipline
5. Techniques of Performance Appraisal

## GENERAL EDUCATION CORE COMPETENCIES

Southeastern Technical College (STC) has identified the following general education core competencies that graduates will attain:

1. The ability to utilize standard written English.
2. The ability to solve practical mathematical problems.
3. The ability to read, analyze, and interpret information.

## STUDENT REQUIREMENTS (ONLINE)

Students are expected to complete all work required by the instructor, and to attend the required proctored campus exam. The student is expected to complete all work each week. Exams and assignments must be completed on the specified date. There are no makeup exams and students who miss an exam will be assigned a grade of zero. Assignments may be turned in early and exams are posted for 7 days. Please do not wait until the last moment to submit in case you have Internet problems with your computer. Homework Assignments **will not be graded after the due date on Mondays at 11:59 pm resulting in a zero (0)**. Class participation is required for successful completion of the course. All online students must pledge that they have read and understand the *STC Catalog* within the first three days of class. **Online students are responsible for checking e-mails and Blackboard announcements DAILY Monday-Thursday.** Books are required on the **first day** of the semester.

## ONLINE ATTENDANCE

It is the student's responsibility to be academically engaged each week doing course related activities. The completion dates of these activities will be used to determine a student's last date of attendance in the event a student withdraws, stops attending, or receives an F in a course.

Students will not be withdrawn by an instructor for attendance; however, all instructors will keep records of graded assignments and student participation in course activities. Students will be expected to complete all work required by the instructor as described in the individual course syllabus.

Students will have at least one week to complete tests and assignments. All tests and assignments are due at 11:59 pm on Monday of each week. Exceptions to the due dates of assignments due to jury duty, military duty, court duty, or required job training will be made at the discretion of the instructor. Late assignments will

not be graded and tests cannot be made up.

### **SPECIAL NEEDS**

Students with disabilities who believe that they may need accommodations in this class based on the impact of a disability are encouraged to contact [Helen Thomas \(hthomas@southeasterntech.edu\)](mailto:hthomas@southeasterntech.edu), 912-538-3126, to coordinate reasonable accommodations.

### **SPECIFIC ABSENCES**

Provisions for Instructional Time missed because of documented absences due to jury duty, military duty, court duty, or required job training will be made at the discretion of the instructor.

### **PREGNANCY**

Southeastern Technical College does not discriminate on the basis of pregnancy. However, we can offer accommodations to students who are pregnant that need special consideration to successfully complete the course. If you think you will need accommodations due to pregnancy, please advise me and make appropriate arrangements with [Helen Thomas \(hthomas@southeasterntech.edu\)](mailto:hthomas@southeasterntech.edu), 912-538-3126.

### **WITHDRAWAL PROCEDURE**

Students wishing to officially withdraw from a course(s) or all courses after the drop/add period and prior to the 65 percent portion of the semester (date will be posted on the school calendar) must speak with a Career Counselor in Student Affairs and complete a Student Withdrawal Form. A grade of "W" (Withdrawn) is assigned when the student completes the withdrawal form from the course.

Students who are dropped from courses due to attendance (see your course syllabus for attendance policy) after drop/add until the 65 percent point of the semester will receive a "W" for the course. Abandoning a course(s) instead of following official withdrawal procedures may result in a grade of "F" (Failing 0-59) being assigned.

After the 65 percent portion of the semester, the student will receive a grade for the course. (Please note: A zero will be given for all missed assignments.)

There is no refund for partial reduction of hours. Withdrawals may affect students' eligibility for financial aid for the current semester and in the future, so a student must also speak with a representative of the Financial Aid Office to determine any financial penalties that may be assessed due to the withdrawal. All grades, including grades of 'W', will count in attempted hour calculations for the purpose of Financial Aid.

**Remember** - Informing your instructor that you will not return to his/her course does not satisfy the approved withdrawal procedure outlined above.

### **PROCTORED EVENT REQUIREMENT**

In order to validate student identity for all online courses, students enrolled in online courses are **required** to complete one proctored event per online course. The proctored event will be administered on two separate days during the semester—once on the Vidalia campus and once on the Swainsboro campus and will be monitored by the instructor or another STC employee. The proctored event may be a major exam, assignment, or presentation, etc. that will count a minimum of 20 percent of the course grade. Students must attend one of the scheduled proctored sessions and will need to make arrangements with work, childcare, etc. The specific dates of the proctored event are scheduled on the Lesson Plan/Calendar for the online course.

Students living further than 75 miles from either campus who cannot come to Southeastern Tech for the event must secure an approved proctoring site. The site and the proctor must meet Southeastern Technical College's requirements (instructor will provide more information and necessary forms if this is the case). Note: Students taking proctored events off campus will utilize the Proctor Scheduling and Approval Form found in Blackboard within the Getting Started/Start Here and Proctoring Event area. The completed form should be submitted to the course instructor a minimum of two weeks prior to the proctored event. If approved, the instructor will notify the proctor.

Students arranging off-campus proctoring must take the event on one of the-originally scheduled days. Students who do not complete the proctored event as scheduled must submit a valid documented excuse within three business days after the scheduled event. If the excuse is approved, students must make arrangements with the instructor to makeup/reschedule the missed event. The penalty and makeup instructions will be at the instructor's discretion. Proctored events will be given after the 65 percent point of the semester. **Students who do not complete the proctored event will receive an F in the course.**

As published on STC's website, any expenses incurred to obtain a proctor will be the responsibility of the student; however, students are not charged a proctoring fee when taking the proctored exam on the campus of Southeastern Tech. Most of Georgia's technical colleges do not charge to proctor exams for students enrolled in other Technical College System of Georgia colleges. Students who are enrolled at Southeastern Technical College and live out of the state of Georgia or out of the country could incur a proctoring charge. However, in that instance, the instructor would assist the student in locating the least expensive proctor.

**The required proctored event for this class is scheduled on the following dates and times: Vidalia Campus, March 28, 8:30 am in Lab 833. Please come by Office 831 to sign in or March 29, 2:30 pm at the Swainsboro Campus, Building 2, Room 2113. You must attend on one of the two days listed or you will receive an F in the course. There are no makeup proctored exams.**

### EXIT EXAM

All students are required to take the Exit Exam during their last semester.

### MAKEUP GUIDELINES (TESTS, QUIZZES, HOMEWORK, PROJECTS, ETC...)

**No make-up exams are allowed and there are no exceptions.** If Internet or browser failure occurs, contact the instructor immediately by email. A decision will be made at that time if the exam will be reset. Only one test will be reset per semester if the instructor is notified in time according to the instructions in Blackboard. Homework Assignments **will not be graded after the due date (Monday at 11:59 pm) resulting in a zero (0).**

### ACADEMIC DISHONESTY POLICY

The STC Academic Dishonesty Policy states All forms of academic dishonesty, including but not limited to cheating on tests, plagiarism, collusion, and falsification of information, will call for discipline. The policy can also be found in the STC Catalog and Student Handbook.

### PROCEDURE FOR ACADEMIC MISCONDUCT

The procedure for dealing with academic misconduct and dishonesty is as follows:

#### 1. First Offense

Student will be assigned a grade of "0" for the test or assignment. Instructor keeps a record in course/program files and notes as first offense. The instructor will notify the student's program advisor, academic dean, and the Registrar at the student's home campus. The Registrar will input the

incident into Banner for tracking purposes.

## 2. Second Offense

Student is given a grade of "WF" (Withdrawn Failing) for the course in which offense occurs. The instructor will notify the student's program advisor, academic dean, and the Registrar at the student's home campus indicating a "WF" has been issued as a result of second offense. The Registrar will input the incident into Banner for tracking purposes.

## 3. Third Offense

Student is given a grade of "WF" for the course in which the offense occurs. The instructor will notify the student's program advisor, academic dean, and the Registrar at the student's home campus indicating a "WF" has been issued as a result of third offense. The Vice President for Student Affairs, or designee, will notify the student of suspension from college for a specified period of time. The Registrar will input the incident into Banner for tracking purposes.

## STATEMENT OF NON-DISCRIMINATION

The Technical College System of Georgia and its constituent Technical Colleges do not discriminate on the basis of race, color, creed, national or ethnic origin, sex, religion, disability, age, political affiliation or belief, genetic information, disabled veteran, veteran of the Vietnam Era, spouse of military member or citizenship status (except in those special circumstances permitted or mandated by law). This school is in compliance with Title VI of the Civil Rights Act of 1964, which prohibits discrimination on the basis of race, color, or national origin; with the provisions of Title IX of the Educational Amendments of 1972, which prohibits discrimination on the basis of gender; with the provisions of Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of handicap; and with the American with Disabilities Act (ADA).

The following individuals have been designated to handle inquiries regarding the nondiscrimination policies:

<b>American With Disabilities Act (ADA)/Section 504 - Equity- Title IX (Students) – Office of Civil Rights (OCR) Compliance Officer</b>	<b>Title VI - Title IX (Employees) – Equal Employment Opportunity Commission (EEOC) Officer</b>
Helen Thomas, Special Needs Specialist Vidalia Campus 3001 East 1 <sup>st</sup> Street, Vidalia Office 108 Phone: 912-538-3126 Email: <a href="mailto:hthomas@southeasterntech.edu">Helen Thomas</a> <a href="mailto:hthomas@southeasterntech.edu">hthomas@southeasterntech.edu</a>	Blythe Wilcox, Director of Human Resources Vidalia Campus 3001 East 1 <sup>st</sup> Street, Vidalia Office 138B Phone: 912-538-3147 Email: <a href="mailto:bwilcox@southeasterntech.edu">Blythe Wilcox</a> <a href="mailto:bwilcox@southeasterntech.edu">bwilcox@southeasterntech.edu</a>

## ACCESSIBILITY STATEMENT

Southeastern Technical College is committed to making course content accessible to individuals to comply with the requirements of Section 508 of the Rehabilitation Act of Americans with Disabilities Act (ADA). If you find a problem that prevents access, please contact the course instructor.

## GRIEVANCE PROCEDURES

Grievance procedures can be found in the Catalog and Handbook located on STC's website.

## ACCESS TO TECHNOLOGY

Students can now access Blackboard, Remote Lab Access, Student Email, Library Databases (Galileo), and BannerWeb via the mySTC portal or by clicking the Current Students link on the [Southeastern Technical College Website \(www.southeasterntech.edu\)](http://www.southeasterntech.edu).

## TECHNICAL COLLEGE SYSTEM OF GEORGIA (TCSG) GUARANTEE/WARRANTY STATEMENT

*The Technical College System of Georgia guarantees employers that graduates of State Technical Colleges shall possess skills and knowledge as prescribed by State Curriculum Standards. Should any graduate employee within two years of graduation be deemed lacking in said skills, that student shall be retrained in any State Technical College at no charge for instructional costs to either the student or the employer.*

## GRADING POLICY

Assessment/Assignment	Percentage
Homework	35%
Discussion Boards	10%
Tests	25%
Proctored Event/Exam	20%
Internet Presentation	10%

## GRADING SCALE

Letter Grade	Range
A	90-100
B	80-89
C	70-79
D	60-69
F	0-59

**Management (MGMT) 2125 Performance Management**  
**Spring Semester 2018 Lesson Plan**

<b>Date/Week</b>	<b>Chapter/Lesson</b>	<b>Content</b>	<b>Assignments and Tests Due Dates</b>	<b>Competency Area</b>
January 8-14	<b>Chapter 1</b>	Chapter 1 Performance Management & Reward Systems in Context Definition of Performance Management The Performance Management Contribution Disadvantages/Dangers of Poorly Implemented PM Systems Definitions of Reward Systems Aims and Role of PM Systems Characteristics of an Ideal PM System Integration with Other Human Resources & Development Activities	<b>Type Student Pledge</b>  <b>Type Student Introduction</b>  <b>Work on Chapter 1 Homework</b>  <b>Work on Chapter 1 Discussion Board</b>	A, C, 1, 3
January 15-21	<b>Chapter 2</b>	Chapter 2 Performance Management Process Prerequisites Performance Planning Performance Execution Performance Assessment Performance Review Performance Renewal & Recontracting	<b>Chapter 1 Homework and Discussion Board Due January 15</b>  <b>Work on Chapter 2 Homework</b>  <b>Work on Chapter 2 Discussion Board</b>	A, C, 1, 2
January 22-January 28	<b>Chapter 3</b>	Chapter 3 Performance Management and Strategic Planning Definition and Purposes of Strategic Planning Process of Linking Performance Management to the Strategic Plan Building Support	<b>Chapters 1-2 Test posted 1/22—01/29</b>  <b>Chapter 2 Homework and Discussion Board Due January 22</b>  <b>Work on Chapter 3 Homework</b>  <b>Work on Chapter 3 Discussion Board</b>	A, C, 1, 2

Date/Week	Chapter/Lesson	Content	Assignments and Tests Due Dates	Competency Area
January 29-February 4	<b>Chapter 4</b>	Chapter 4 Defining Performance & Choosing a Measurement Approach Defining Performance Determinants of Performance Performance Dimensions Approaches to Measuring Performance	<b>Chapter 3 Homework &amp; Discussion Board Due January 29</b>  <b>Work on Chapter 4 Homework</b>  <b>Work on Chapter 4 Discussion Board</b>	A, C, 1, 6
February 5-February 11	<b>Chapter 5</b>	Chapter 5 Measuring Results & Behaviors Measuring Results Measuring Behaviors	<b>Chapter 3-4 Test posted 02/05—02/12</b>  <b>Chapter 4 Homework and Discussion Board Due February 5</b>  <b>Work on Chapter 5 Homework</b>  <b>Work on Chapter 5 Discussion Board</b>	
February 12-February 18	<b>Chapter 6</b>	Chapter 6 Gathering Performance Information Appraisals Form Characteristics of Appraisal Forms Who Should Provide Performance Appraisals A Model of Rater Motivation Preventing Rater Distortion Through Rater Training Programs	<b>Chapter 5 Homework and Discussion Board Due February 12</b>  <b>Work on Chapter 6 Homework</b>	A, C, 1, 4
February 19-February 25	<b>Chapter 7</b>	Chapter 7 Implementing a Performance Management System Preparation: Communication, Appeals Process Communication Plan Appeals Process Training Programs for the Acquisition of Required Skills Pilot Testing Ongoing Monitoring & Evaluation	<b>Chapters 5-6 Test posted 02/19—02/29</b>  <b>Chapter 6 Homework Due February 19</b>  <b>Work on Chapter 7 Homework</b>	A, C, 1, 2



Date/Week	Chapter/Lesson	Content	Assignments and Tests Due Dates	Competency Area
February 26-March 4	<b>Chapter 8</b>	Chapter 8 Performance Management & Employee Development Personal Development Plans Direct Supervisor's Role 360-Degree Feedback Systems	<b>Chapter 7 Homework Due February 26</b>  <b>Work on Chapter 8 Homework</b>	A, C, 1, 4
March 5-March 11	<b>Chapter 9</b>	Chapter 9 Performance Management Skills Coaching Coaching Styles Coaching Process Performance Review Meetings Chapter 10 Reward Systems & Legal Issues Traditional & Contingent Pay Plans Reasons for Introducing Contingent Pay Plans Possible Problems Associated With Contingent Pay Plans Selecting a Contingent Pay Plan Putting Pay in Context Performance Management & The Law Some Legal Principles Affecting Performance Management Laws Affecting Performance Management	<b>Chapter 7-8 Test posted 03/05—03/12</b>  <b>Chapter 8 Homework Due March 5</b>  <b>Work on Chapter 9 Homework</b>	A, C, 1, 2
March 12-March 18	<b>Chapter 10</b>	Reward Systems and Legal Issues Traditional and Contingent Pay Plans Reasons for Introducing Contingent Pay Plans Possible Problems Associated with Contingent Pay Plans Selecting a Contingent Pay Plan Putting Pay in Context Pay Structures Performance Management and the Law Some Legal Principles Affecting Performance Management Laws Affecting Performance Management	<b>Chapter 9 Homework Due March 12</b>  <b>Work on Chapter 10 Homework</b>	A, C, 1, 2

Date/Week	Chapter/Lesson	Content	Assignments and Tests Due Dates	Competency Area
March 19- March 25	<b>Chapter 11</b>	Chapter 11 Managing Team Performance Definition and Importance of Teams Types of Teams & Implications for Performance Purposes & Challenges of Team Performance Management Including Team Performance in the Performance Management Rewarding Team Performance	<b>Chapter 10 Homework Due March 19</b>	A, C, 1, 5
March 28		<b>Proctored Exam: 8:30 am Vidalia (see syllabus for details)</b>	<b>Chapter 9-10</b>	A, C, 1-6
March 29		<b>Proctored Exam: 2:30 pm Swainsboro (see syllabus for details)</b>	<b>Chapter 9-10</b>	A, C, 1-6
April 2- April 8		<b>Begin working on Internet Presentation</b>		A, C, 1, 2
April 9- April 15	<b>IP</b>	IP	Work on Internet Presentation	A, C, 1, 2
April 23	<b>Internet Presentation Due</b>		Internet Presentation Due	
May 1		Semester Ends		

#### COMPETENCY AREAS:

1. Definitions of Coaching, Counseling, and Discipline Lecture
2. Importance of The Coaching Relationship
3. Implementation of an Effective Counseling Strategy
4. Techniques of Effective Discipline
5. Techniques of Performance Appraisal

#### GENERAL CORE EDUCATIONAL COMPETENCIES:

- a) The ability to utilize standard written English.
- b) The ability to solve practical mathematical problems.
- c) The ability to read, analyze, and interpret information.