



Module 2 Application

Submit at the end of Module 2.

Performance Goals and Processes

Despite the best efforts of human resources professionals to identify, customize, and adopt the appropriate performance management program for an organization, outcomes sometimes fail to meet expectations.

In this assignment, you will review the case study: *The performance management system at Hudson College remained static through a period of significant organizational change*. This case prompts a review of the current system to determine necessary changes and realignment with strategy. Based on information from the case, the assigned readings, and your research, you will assess the need for a process change at Hudson College based on organizational strategy and perceptions of justice. Then you will develop an executive summary outlining issues to consider in development of a new process.

Course Objectives

- Design effective performance management plans including analysis and selection of appropriate methods for evaluating individual performance and incorporating mechanisms for periodic feedback.
- Evaluate the integration of effective communication, performance management systems, and disciplinary processes in employee professional development, employee job satisfaction and engagement, organizational development, and attainment of organizational goals.

Directions:

- 1) Save and print the Module 2 Application PDF.
- 2) Create a paper in a Word or text document for your response. Use 12-point Arial or Times New Roman font. Follow APA (6th edition) format for the paper, title page, references page, and in-text citations.
- 3) Develop an introduction and conclusion for your paper.
- 4) Follow the directions to submit your final Word or text document.

Step 1. Assess

Read *Hudson College Scenario C: Performance Management* and make notes on current methods and processes in performance management. Access the case study on the Learning Objects page.

Step 2. Research

Review the assigned readings for this module and use library resources to identify three additional reliable sources addressing performance management.

Step 3. Determine

Based on information from the case, the assigned readings, and your research, determine a process change at Hudson College based on organizational strategy and perceptions of justice.

Step 4. Develop

Develop a 1-page executive summary outlining issues to consider in development of a new process. Consider using an executive summary template like the one provided on the Learning Objects page. This should include an overview of steps in the process, address incorporation of organizational goals, and recommend a basis and method for recognition and rewards.