



## MANAGEMENT OF HUMAN RESOURCES (MHR) MANAGEMENT OF HUMAN RESOURCES AND LABOUR STUDIES (MLS)

### Workshop 2021 - 2022

#### How to plan and manage performance evaluation systems

#### ABOUT THE WORKSHOP

A performance management system should mainly, and foremost, link employee activities to business goals. To manage their competitive advantage in an increasingly global world, organizations must be able to manage all employees' contribution (understood as behaviors and results).

For these reasons the "Performance Evaluation process" plays a crucial role and qualifies as one of the most difficult challenges for managers who are forced to distinguish between excellent, mid-level and poor performances. How do you tell them apart? And what is the role of the HR function as a Business Partner on this process?

Equally fundamental in the performance evaluation are the "Management Objectives". Organizations use performance management information for many management decisions: individual awards, training courses, promotions, development plans and payroll management. However, is it possible to connect contributions and rewards consistently? Is it realistic to think of providing systematicity and consistency to wage differentiations based on the individual workers' behavior?

#### LEARNING OBJECTIVES

This workshop aims at helping students to:

1. Understand how to support the performance assessment process.
2. Discover interpersonal relationship and pragmatical aspects related to performance assessment.
3. Understand its effects on remuneration and compensation policy.

#### PROGRAMME DETAILS

- **Performance Management and Evaluation**
  - ✓ Theories and scopes
  - ✓ Systems and practices
- **Compensation & Rewarding**
  - ✓ Compensation methodologies
  - ✓ Performances and rewarding

## **WHO IS IT FOR?**

The workshop is dedicated to MHR first-year and second-year students.

The max number of participants to the workshop will not exceed 25 people, following the apply receiving order.

## **METHODOLOGY**

The workshop methodologies will be participatory, working on real situations. Through presentations, debates, and group work, you will have the opportunity to delve into the topics' dynamic actively and engagingly.

## **FINAL EVALUATION**

Students must demonstrate satisfactory achievement of course objectives by fulfilling the workshop activities and contributing to class discussions and critiques.

At the end of the workshop, the students have to write an individual report on their learning.

Required minimum attendance: 80% of the meetings

3 credits will be provided to students who will do the required report.

## **SCHEDULE:**

The meetings will be held in the third trimester (from April to June 2022).

The calendar will be published as soon as the administrative offices complete the formal procedures.

## **WHERE:**

Depending on the evolution of the COVID-19 pandemic, the meetings will be in person or online.

## **HOW TO APPLY**

To apply please send an email within **March 10<sup>th</sup>, 2022 to**

**mhr@unimi.it**

**Please put in the objective line: Performance evaluation systems Workshop 2022**

Info to include in the mail:

- ID number (matricola)
- Name/ Surname
- Master's degree program
- Year of Study