Instructor and Contact Information

Instructor: Dr. Justin Feeney
Office: ED 512.9
Email: UR Courses E-mail
Office Hours: By Appointment or immediately after class
Lecture times: Wednesday, 4:00pm to 6:45pm
Class Location: ED 623
Course website: https://urcourses.uregina.ca/

Calendar Description

This course takes the perspective of human resources professionals and is concerned with the design, development, implementation, and evaluation of performance management systems that measure, support, review and appraise individual performance. This course will focus on designing performance management systems that link the systems to organizational objectives, develop employees, acquire information from multiple sources, measuring performance accurately, and evaluate team performance. We will also discuss the transition from traditional performance appraisal to a more strategic topics in performance management.

See academic calendar for prerequisites and exclusions.

Course Readings


Academic Readings: Will be posted on UR Courses.


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**Evaluation**

**Participation**

Attendance and active participation are required in this course. Students are expected to bring a name tent and display it each lecture. Students will be evaluated on both their quantity and quality of participation. Attendance will be taken and participation will be evaluated *each class*.

**Practical Assignments**

Students will be assigned practical assignments that require application of material to world-like situations. For example, students may be required to identify performance dimensions for a real job, develop rating scales, identify rater errors in a performance system, develop strategic priorities, or develop a feedback program. Students will need to reference class materials and/or external sources. Assignments may be completed individually or in groups of up to 4 students.

**Final Examination**

The final exam is open-book and will require students to solve a cumulative performance management problem. Students will be provided a written performance management case and several questions relating to that case. The answer will require linking together knowledge from all parts of the course.

**Final Grade Calculation**

You will be evaluated using two grading schemes, one that emphasizes verbal performance and another that emphasizes written performance. Your final grade will be the higher of the two numbers. The purpose of this system is to ensure that all students are rewarded for their academic strengths.

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<th>Component</th>
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<th>2</th>
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<tbody>
<tr>
<td>Participation</td>
<td>30%</td>
<td>15%</td>
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<tr>
<td>Practical Assignments</td>
<td>40%</td>
<td>50%</td>
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<tr>
<td>Final Exam</td>
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Faculty Biography

Justin Feeney received his PhD (’18) from the University of Western Ontario in industrial and organizational psychology, which focuses on how to leverage psychology to manage people in organizations. His research interests concern applying psychological principles from social, cognitive, and personality psychology to solve talent management problems. This includes measuring and reducing deception during pre-employment selection tests (e.g., resumes, personality, interviews), designing fairer and more motivating performance management practices, and improving applicant reactions to the hiring process. Justin’s research is funded by the Social Sciences and Humanities Research Council and the Department of National Defense. His work has been published in the *International Journal of Selection and Assessment*, *Journal of Personnel Psychology*, and *Personality and Individual Differences*. He also has applied experience working as a talent management consultant for 7 years and is currently working on applied research projects with the Canadian Armed Forces and iQmetrix.

Faculty of Business Administration Participant Pool

The Participant Pool provides students with the opportunity to participate in research studies to earn bonus credits that they can allocate toward eligible business classes (to a maximum of 2% per class).

Students can earn up to 2 marks for participating in research projects. These marks will be added to your final grade as long as you have passed the final exam AND passed the class. Research credits will NOT be considered if a student has not passed the final exam or class on his or her own work.

For more information about our participant pool and to sign up for the studies, please visit [https://www.uregina.ca/business/about-us/participants-pool.html](https://www.uregina.ca/business/about-us/participants-pool.html). From there go to Sona Systems. If you do not have an account, register using your U of R email as ID (this is important as the system will not work with any other email address!) For example, if your e-mail address is smith23k@uregina.ca you should enter smith23k as your User ID (the same User ID you use for URCourses). Please always use your UofR User ID whenever you contact the participant pool coordinator at business.participant.pool@uregina.ca.
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<tr>
<th>Date</th>
<th>Topic</th>
<th>Due</th>
<th>Assigned Reading</th>
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<tr>
<td>Jan 8</td>
<td>Course Overview</td>
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<td>DeNisi &amp; Murphy (2017)</td>
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<td>Jan 15</td>
<td><strong>Performance Appraisal (1.0): Reliability and Validity</strong></td>
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<td>Murphy &amp; Davidshofer (2005)</td>
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<td>Jan 22</td>
<td>Performance Appraisal Process and Selecting an Appraisal Strategy</td>
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<td>Online PowerPoint Slides</td>
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<tr>
<td>Feb 19</td>
<td>READING WEEK (NO CLASS)</td>
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<td>April 8</td>
<td>Performance Appraisal Debate (Debate)</td>
<td>Practical Assignment #4</td>
<td>Class Debate</td>
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<td>April 22</td>
<td>Final Exam</td>
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