

TUTORIAL COURSE FORM – 2021-2022 ACADEMIC YEAR

Name of the tutorial course (Erasmus/exchange students)	Performance Management in Public Sector
Professor	Name: Prof., PhD. Hab. Ana-Maria Bercu Office B624 Email bercu@uaic.ro
Semester in which the tutorial course is available	I and II
No. of ECTS credits	5 credits
Level of study	Bachelor and Master
Short description/Contents	<ol style="list-style-type: none"> 1. Performance and performance management in public administration - boundaries and interference 2. Performance Management Process 3. Planning Process Performance 4. Performance management and staff development 5. Performance evaluation 6. Rewarding performance 7. Developing performance management 8. Implement performance management in public administration
Assessment	- Integrated evaluation form (100%) – project on an issue agreed. (send to the email bercu@uaic.ro at a date establish with the student)

<p>Bibliography</p>	<ol style="list-style-type: none"> 1. Ana-Maria Bercu, Performance Management in Public Administration, Handbook, 2017. 2. Herman Aguinis, Performance Management, Edinburg Business School, UK, available at https://www.ebsglobal.net/EBS/media/EBS/PDFs/Performance-Management-Course-Taster.pdf 3. Wayne W. Eckerson. Performance Dashboards: Measuring, Monitoring and Managing your Business, 2nd Edition. New Jersey, Wiley & Sons, 2010. 4. Armstrong, Michael. Armstrong's Handbook of Performance Management, Kogan Page, 2015. 5. Robert L.Johnson; James A.Penny; Belita Gordon, Assessing Performance, Designing, Scoring, and Validating Performance Tasks, The Guilford Press, 2009. 6. Diana Farrell. The Real New Economy. Harvard Business Review, October 2003. 7. Ben Pring, Robert H. Brown, Andrew Frank, Simon Hayward, Lydia Leong. Forecast: Sizing the Cloud; Understanding the Opportunities in Cloud Services. Gartner. 18 March 2009. 8. Kania, John & Mark Kramer, "Collective Impact," in Stanford Social Innovation Review, Fall 2011. Accessible at http://www.ssireview.org/articles/entry/collective_impact
<p>Observations</p>	<p>The evaluation process – 100 % project:</p> <ul style="list-style-type: none"> - the students will chose a theme for debating; - the project will be structured in 2 main parts: <ol style="list-style-type: none"> a. the theoretical part: notions, principles, theories, analysis of the literature b. the practical part : could be a comparative study, an analytical research about one issue, an empirical research, a study case etc. <p>Until an established date with the student will send via email (bercu@uaic.ro) the chosen theme according with the course topic and the proposed content of the project (the main chapters) to be approved. After approval by the professor, he/she will proceed to write the project respecting the rules considering the ethics and integrity in academia.</p> <p>During the process of writing the project, the students will establish the meetings with the professor in order to debate the progress and to analyse the clarity and correctness of the content.</p> <p>The final project should be sent via email to professor until an established date.</p> <p>Any other concerns should be addressed via email bercu@uaic.ro.</p>