



## TUTORIAL COURSE FORM

## 2025-2026 ACADEMIC YEAR

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| <b>Name of the tutorial course<br/>(incoming<br/>Erasmus/exchange<br/>students)</b> | Performance Management in Public Sector   |
| <b>Name of the professor</b>  | Prof. PhD. Hab. Ana-Maria BERCU   |
| <b>Email of the professor</b>   | <a href="mailto:bercu@uaic.ro">bercu@uaic.ro</a>  |
| <b>Office of the professor<br/>Consultation days/hours</b>                          | Room B624   |
| <b>Semester(s) in which the<br/>tutorial course is available</b>                    | Semesters I and II  |
| <b>No. of ECTS credits</b>  | 5   |
| <b>Level of study<br/>(bachelor/master/PhD)</b>                                     | Bachelor/Master/PhD   |
| <b>Short description/Contents</b>   | <ol style="list-style-type: none"><li>1. Performance and performance management in public administration - boundaries and interference</li><li>2. Performance Management Process</li><li>3. Planning Process Performance</li><li>4. Performance management and staff development</li><li>5. Performance evaluation – Key Performance Indicators (KPI)</li><li>6. Rewarding performance</li><li>7. Developing performance management</li><li>8. Implement performance management in public administration</li></ol>  |
| <b>Assessment/Evaluation</b>  | <ol style="list-style-type: none"><li>1. Project – 50% of final mark</li><li>2. Project presentation – 40% of final mark</li><li>3. Active involvement in course discussions – 10% of final mark</li></ol>  |
| <b>Bibliography</b>   | <ol style="list-style-type: none"><li>1. Ana-Maria Bercu, Performance Management in Public Administration, Handbook, 2025.</li><li>2. Herman Aguinis, Performance Management, Edinburg Business School, UK, available at <a href="https://www.ebsglobal.net/EBS/media/EBS/PDFs/Performance-Management-Course-Taster.pdf">https://www.ebsglobal.net/EBS/media/EBS/PDFs/Performance-Management-Course-Taster.pdf</a></li><li>3. Wayne W. Eckerson. Performance Dashboards: Measuring, Monitoring and Managing your Business, 2nd Edition. New Jersey, Wiley &amp; Sons, 2010.</li></ol> |



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|                            | <ol style="list-style-type: none"> <li>4. Armstrong, Michael. Armstrong's Handbook of Performance Management, Kogan Page, 2015.</li> <li>5. Robert L.Johnson; James A.Penny; Belita Gordon, Assessing Performance,Designing,Scoring, and Validating Performance Tasks, The Guilford Press, 2009.</li> <li>6. Diana Farrell. The Real New Economy. Harvard Business Review, October 2003.</li> <li>7. Ben Pring, Robert H. Brown, Andrew Frank, Simon Hayward, Lydia Leong. Forecast: Sizing the Cloud; Understanding the Opportunities in CloudServices. Gartner. 18 March 2009.</li> <li>8. Kania, John &amp; Mark Kramer, “Collective Impact,” in Stanford Social Innovation Review, Fall 2011. Accessible at <a href="http://www.ssireview.org/articles/entry/collective_impact">http://www.ssireview.org/articles/entry/collective_impact</a></li> </ol> <p>Other publications at the student choice (electronic or physical resources).</p>  |
| <p><b>Observations</b></p> | <p>The evaluation process:</p> <ol style="list-style-type: none"> <li><b>a. The content of the project</b> <ul style="list-style-type: none"> <li>- the students will choose a theme for debating.</li> <li>- the project will be structured in 2 main parts:</li> </ul> </li> <li>a.1. the theoretical part: notions, principles, theories, analysis of the literature</li> <li>a.2. the practical part: could be a comparative study, analytical research about one issue, empirical research, a study case etc.</li> <li><b>b. Presentation of the final project</b> – a date that will be establish according with the schedule of the professor and Erasmus students.</li> </ol> <p>During the first meeting the student will discuss with the professor about 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><b>The final project</b> should be sent via email to professor until <b>an establish date</b>.</p> <p>Any other concerns should be addressed via email <a href="mailto:bercu@uaic.ro">bercu@uaic.ro</a> .</p> |