

MANAGEMENT OF COMPANY PERFORMANCE
(Master: MAA - AGRICULTURAL MANAGEMENT AND AUDITING -Year I
SEMESTER I)

Credit value (ECTS) - 7

Course category

Domain (Imposed)

Course holder:

Prof. PhD. George Ungureanu

Discipline objectives (course and practical works)

The course of “Management of company performance” is closely related to what is usually known as “goal management”. Performance, success and success have become the motivation of any manufacturer trying to meet the demands of the market economy. Knowledge of the principles underlying strategic performance management involves implicitly identifying the components of business philosophy as the foundation of its activity. The emphasis in this context is on setting targets and examining the performance of a company's employees, in close connection with the mutually agreed objectives at an earlier time. The objectives of performance appraisal are relevant to both individual and organizational behavior. In practice, there is a reciprocal conditioning between organizational and individual objectives. Performance management is defined as a balance of the pre-professional activity of employees, organized by the Human Resources department, on behalf of the organization, in the form of a meeting between the manager and the employee, having as product a written document. Evaluating managerial performance is a delicate issue in the organization's management. In the case of training, pay or promotion, all these operations take place only after an evaluation. The purpose of the evaluation is to help make decisions that affect managers, decisions that must have an objective and correct basis.

The necessity of this activity is dictated by: expressing and sizing the objectives, establishing deviations from the established objectives and making the necessary corrections, determining the directions and ways to improve managers, reducing the risks caused by maintaining and promoting incompetent people, better distribution of managers jobs, a fair salary, an increase in the competitive capacity of the organization. All of these are explicit functions of evaluating managerial performance, but there are also implicit reasons.

Contents (syllabus)

Course (chapters/subchapters)
Performance management, concept, strategic approach
Management planning and control
Strategic planning of human resources
Work psychology: introductory aspects
Psychological analysis of work: competence-based work analysis
Psychological foundations of human resource selection
Psychology of employee learning and professional development
Employee performance management
Attitudes at work, motivation and job satisfaction
Analysis and modification of behaviors at work
Emotional and interpersonal intelligence
Investigation methods in work psychology
Workplace stress management

Practicum
1. Introductory elements in management Definitions of management. Romanian successful managers
2. Systemic approach to organization and its management. Organization of business operation as complex, dynamic
3. Strategic planning in organizations Strategic planning process SWOT analysis Formulating management strategies The plans of the organization: strategic, operational. Develop a plan
4. Organization procedural and structural organization Designing an organizational structure
5. Motivation. Managers-leaders of organizations
6. Process Control in Organizations
7. Methods and management techniques

REFERENCES

1. Armstrong, M., (12th ed.), Armstrong's handbook of HRM practice, Kogan Page. 2012.
2. Armstrong, T., Multiple intelligences in the classroom (3rd ed.), ed. ASCD, USA, 2009.
3. Bisen, V., Industrial Psychology, New Age International Limited, New Delhi, 2010.
4. Brewster, C., Mayrhofer, W., Handbook of research on comparative Human Resource Management, Edward Elgar Publishing Ltd, UK, 2012.
5. **Ungureanu George, Ignat Gabriela** – *Managementul Performantei*, Editura "TEHNICA-INFO" 2016
6. **Ungureanu George (coordonator), Gabriela Ignat, Lilia Şargu**. 2021. Performanța, Obiectiv al Procesului Managerial. Editura iScience ,, Varşovia, Polonia" ISBN 978-83-66216-44-0. 256 pagini

Evaluation

Evaluation form	Evaluation Methods	Percentage of the final grade
Exam	Oral examination	60%
Appreciation of the activity during the semester	Oral assessment during the semester, verification tests and final laboratory colloquium.	40%

Contact person

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Assessment methods percentage of the final grade