



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

Workshop 2020 - 2021

How to plan and manage performance evaluation systems

Trainer: Luca Leggieri, HR Manager EMEA, De Nora Water Technologist

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. But, 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 students and MLS 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 actively and engagingly delve into the topics' dynamic.

FINAL EVALUATION

Students must demonstrate satisfactory achievement of course objectives through fulfillment of course activities and by 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:

April 16 th	2:00pm – 6:00pm
April 23 th	2:00pm – 6:00pm
April 30 th	2:00pm – 6:00pm
May 7 th	2:00pm – 6:00pm
May 14 th	2:00pm – 6:00pm

WHERE: online meetings.

The link for the meetings will be sent to the participants.

Depending on the pandemic situation, some meetings will be in-person.

HOW TO APPLY

The number of attendants is limited and will follow the application request order.

To apply please send an email **within February 28th, 2021 to**

- **luca.leggieri@denora.com**

- And c.c. mara.borgia@unimi.it

OBJ: performance evaluation Workshop 2021

Info to include in the email:

- ID (matricola)
- Name/ Surname
- Year of Study