



Performance Evaluation & Training 6356

Dr. Kraig Schell

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Objectives



Goldstein, I.L., & Ford, J.K. (2002). **Training in organizations** (4th Ed.). Belmont, CA: Wadsworth.

Smither, J.W., & London, M. (Eds.) (2009). **Performance management: Putting research into action**. San Francisco, CA: Jossey-Bass.



What do I have to do in this class?

- We will have one exam over the Goldstein book. It will come near the end of the term.
- You will be responsible for a research paper on training highlighting current research in the discipline. References should predominantly be newer than the year 2000.
- You will be responsible for guided summaries of each reading in the Smither book. These will take the form of presentations so you can practice your skills in this area.
- We will have periodic small exams over the readings in the Smither book.

By the end of the course, you should:

- Thoroughly understand the concepts and theories in performance management
- Have a solid understanding of training theories and techniques
- Gain knowledge in current literature relevant to both fields



Grades

Goldstein test (20%)
 Small exams (35%)
 Summaries (25%)
 Papers (20%)

Withdrawal grades will be indicated by W. WP and/or WF grades are no longer given. Pay careful attention to this as we near the drop date.



- 1) I reserve the right to SLIGHTLY adjust a course grade, usually to account for "unusual circumstances" or other unforeseen events, etc., that may influence a student's grade undeservedly. I am the supreme authority; any adjustments that I make are not negotiable or debatable, and will always be to the student's benefit.
- 2) An average score of less than "C" on all exams will cause you to automatically fail the course.
- 3) If you miss more than 3 class periods, you can earn no more than a "B" in the course. Missing more than 4 class periods will lead to automatic failure.



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Important Statements

Persons with disabilities which warrant academic accommodations must contact the Student Life Office, Room 112 University Center, in order to request such accommodations prior to their being implemented. You are encouraged to make this request early in the semester so that appropriate arrangements can be made.

Angelo State University expects its students to maintain complete honesty and integrity in their academic pursuits. Students are responsible for understanding the Academic Honor Code, which is available on the web at <http://www.angelo.edu/forms/pdf/honorcode5.pdf>.



What if I miss something?

- Assessments – Cannot be made up. A percentage will be dropped after the term before final grades are calculated.
- Paper – A late paper will carry a 50% penalty.
- Presentations must be submitted on time. A percentage will be dropped to account for absences.



Mon & Wed
10-11am
1:30-3:30pm
Tues & Thur
9:30-11am
Fri
10-11am



Schedules are tentative—make sure you attend class regularly to keep up.

- **Excessive lateness will be penalized from 1-5% - please be on time or do not come.**
- **I will monitor your attendance informally.**

Certification of Understanding

I have read the syllabus and understand all its components. I agree to participate in this class under these guidelines. Any disputes that may arise will be adjudicated using the syllabus as "course law." On issues where the syllabus is silent, the professor will have jurisdiction.



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Date	Reading	Class Activity
Week One	Smither 1 & 2	
Week Two	Smither 3	Small Exam #1 Presentation #1
Week Three	Smither 4	Presentation #2
Week Four	Smither 5	Small Exam #2
Week Five	Smither 6	Presentation #3
Week Six	Smither 7 & 8	Small Exam #3 Presentation #4
Week Seven	Smither 9	Presentation #5
Week Eight	Smither 10	Small Exam #4
Week Nine	Smither 11	Paper Draft Due
Week Ten	Smither 12	Small Exam #5
Week Eleven	Smither 13	Presentation #6
Week Twelve	Smither 14	Small Exam #6
Week Thirteen	Smither 15	Goldstein Exam
Week Fourteen	Smither 16 & 17	
Week Fifteen		Papers Due