

Develop Strategies for Performance Management (SFw HR)

Participants will be awarded the **Statement of Attainment for HRS-PDV-5032-1.1 Performance Management** upon successful completion of the course.

Course Objective

The course will address the skills and knowledge required to implement performance management strategies, develop plans to monitor, evaluate and make improvements to performance management strategies, and covers on key issues, considerations and organizational context relating to developing performance management strategies.

Target Audience

Human resource professionals

Course Outline

- **Develop performance management strategies**
 - Develop performance management strategies aligned to organizational strategies
 - Organisational strategy and the impact on human resource strategies
 - Emerging trends and developments related to performance management
 - Links between performance management and organizational strategy
 - Relationship between performance management programmes and development of business objectives
- **Implement performance management strategies**
 - Engage stakeholders in identifying performance management requirements
 - Stakeholder engagement techniques
 - Manage performance issues for senior leaders
 - Cascade organizational level key performance indicators (KPIs) to departments
 - Oversee the implementation of the performance management strategies
 - Facilitate the development of organizational policies that supports the performance management strategies
- **Monitor and evaluate effectiveness of performance management strategies**
 - Monitor emerging trends that may impact performance management programmes
 - Evaluate the impact of performance management on business performance
 - Endorse refinements to performance management programmes

Methodology

It is a competency-based learning with assessment. Case studies, experiential learning, discussions and presentations.

- ❖ **50% Course Fee Subsidy, capped at \$15/hr (SC aged ≤ 39/SPR)**
- ❖ **90% Course Fee Subsidy, capped at \$50/hr (SC aged ≥ 40/ SMEs)**
- ❖ **Absentee Payroll**
90% of hourly basic salary, capped at \$10/hr. Eligibility period: 1 May – 31 Dec 2020

SME	NON-SME	SELF-SPONSORED	Full Course Fee	Training Grant	Amount Payable
- All SC & SPR	- SC aged ≥ 40		\$609.90	\$513.00	\$96.90
	- SC aged ≤ 39		\$609.90	\$285.00	\$324.90
	- All SPR		\$609.90	\$285.00	\$324.90

All prices stated are inclusive of 7% GST

SC : Singapore Citizen

SPR : Singapore Permanent Resident

: Not Applicable

SMEs : Defined as companies with:

(i) at least 30% local shareholding; AND

(ii) Group annual sales turnover of not more than \$100 million OR Group employment size of not more than 200 employees.

Funding Eligibility

In order to enjoy the funding, participants need to fulfill the following requirements:

1. Singapore Citizens or Permanent Residents (PR) of Singapore
2. Attain at least 75% course attendance
3. Successfully complete assessment & certified as competent
4. Has not enjoyed funding for the same course before.
5. For company-sponsored participants, training is fully sponsored by companies, which are registered or incorporated in Singapore

Duration : 3 days, 9am to 7pm (25 hours)
 Course Venue : SNEF Corporate Learning Centre @ Tanglin

Register online at SNEF website www.snef.org.sg
 Click on 'Training' and Course Category '**Human Resource / Industrial Relation**'

Enquiries:

Karmila DID: 6827 6923 / Training hotline: 6827 6927

Email : karmila@snef.org.sg / trg@snef.org.sg