

Course description
Performance Management

Course title: Performance Management
Duration : 1 module
Period: 3 module
Course weight: 4 ECTS
Contact hours: 30 class hours (lectures – 10 hours, seminars – 20 hours, 114 hours – self-study)

Author and instructor: Elizaveta Markovskaya, associate professor, candidate of economic science
Faculty of Economics and Management
Department of finance

Outline The course is aimed at the better understanding of the basic principles of the performance management. It also provides the students with the methodology of financial analysis for different purposes.

This course will provide participants with an understanding of the techniques used to analyze in budgeting, alter and evaluate the key competitive value drivers of a firm, make the performance analysis and assess the nature and likelihood of future cash flows. We begin by reviewing the basics of budgeting and accounting information. Next we deepen our examination of quantitative analysis in budgeting and move to the standard costing and variances analysis. Then, we look at performance management information system and its connection with the performance analysis. We will study the sources of management information, management reports and then we will move to the performance analysis for different purposes.

It is supposed that the students after learning the course would acquire the following competencies:

1. Knowledge in the following spheres: financial management, corporate finance, investment management, performance management.

2. Abilities:

To make organizational, marketing, strategic and financial plan

To work efficiently in the team

To make performance analysis for different purposes

Skills:

To communicate in group

To organize group work

Structure and Content

1. Budgetary systems.
2. Types of budget.
3. Quantitative analysis in budgeting.
4. Standard costing.
5. Material mix and yield variances.
6. Sales mix and quantity variances.
7. Planning and operational variances.
8. Performance analysis and Behavioural aspects.
9. Performance management information systems.
10. Sources of management information.
11. Management reports.
12. Performance analysis in private sector organisations.
13. Divisional performance and transfer pricing.
14. Performance analysis in not-for-profit organisations and the public sector.
15. External considerations and behavioural aspects.

Prerequisites

Corporate finance, Business Valuation, Investments analysis, Financial Management

Assessment: Participation in the business game, case analysis, homework and its presentation, final test
Course work (class activities – participation in business game, case analysis, homework) – 60 %
Exam (written test) – 40 %