

Study program: Economics and Business Management			
Type and level of studies: Undergraduate studies (first level)			
Course unit: Business Performance Management			
Teacher in charge: Violeta M. Domanović			
Language of instruction: English			
ECTS: 7 (seven)			
Prerequisites:			
Semester: Summer			
Course unit objective: The main educational goal of the course is to show students the importance of the business performance management process in the contemporary business environment. Besides, the course objective is to emphasize the complexity and multidimensionality of such a process, which involves managing all available resources, results, business success and value for the owners, as well as measuring the effects of the strategy implementation on the business performance. An effective business performance management allows managers to make better decisions. Students will become familiar with the need for managers to implement the holistic models in the business performance management process. In order to achieve long-term survival, growth and development, the companies are forced to create value for various stakeholders, which will lead to good financial performance and increasing value for the owners.			
Learning outcomes of Course unit • Acquisition of relevant theoretical and practical knowledge in the field of business performance management, as a continuous process consisting of several stages, such as business performance planning and measurement, analysis and reporting as well as developing a compensation system based on performance; • Acquiring knowledge in the area of income and expenditure, profit and cash flows, productivity, cost efficiency and profitability; • Training students for the practical application of various methodologies in the business performance analysis, with a special individualistic critical review and proposal of measures to improve the company efficiency in the future.			
Course unit contents Theoretical teaching: ○ Business performance – concept and management process; ○ Business performance planning and measurement; ○ Business performance analysis and reporting; ○ Compensation system based on business performance; ○ Income and expenditure management; ○ Profit and cash flow performance management; ○ Productivity, cost efficiency and profitability management; Practical teaching: Exercises - business cases analysis, preparation and presentation of seminar papers, discussions.			
Literature Demartini, C. (2014). <i>Performance Management Systems: Design, Diagnosis and Use</i> . Springer-Verlag Berlin Heidelberg. Marr, B. (2014). <i>Key Performance Indicators</i> . Pearson Education Limited.			
Number of active teaching hours			Other classes
Lectures 3	Practice 2	Other forms of classes: Mentoring Independent work	
Teaching methods			
Examination methods (maximum 100 points)			
Exam prerequisites	No. of points:	Final exam	No. of points:
Student's activity during lectures		Oral or written examination	50
practical classes/tests			
Seminars/home work	10		
Colloquiums	2 x 20 = 40		
Other			