



Lebanese French University

Ministry of Higher Education and  
Scientific Research  
Kurdistan Region – Iraq



## A COURSE MODULE DESCRIPTOR FORM

(Course Book)

Module Information			
<b>Course Module Title</b>	<b>Control and Performance Evaluation</b>		
ناونیشانی مۆدیۆل	کۆنترۆل و هه‌ڵسه‌نگاندنی ئه‌دای کارکردن		
عنوان الوحدة	التحكم وتقييم الأداء		
<b>Course Module Type</b>	Core	<b>Module Code</b>	4BA15
<b>ECTS Credits</b>	6	<b>Module Level</b>	2
<b>Semester of Delivery</b>	4	<b>Dept. Code</b>	BA
<b>College (Code)</b>	College of Administration & Economics (A & E)		
<b>Module Website (CMW)</b>	<a href="https://ums.lfu.edu.krd/">https://ums.lfu.edu.krd/</a>		
<b>Module Leader (ML)</b>	Dr. Sohail Imran Khan		
<b>e-mail</b>	sohailkhan@lfu.edu.krd		
<b>ML Acad. Title</b>	Assistant Professor	<b>ML Qualification</b>	Ph.D., M-Com, MBA
<b>ML ORCID</b>	<a href="https://orcid.org/0000-0002-4629-2788">https://orcid.org/0000-0002-4629-2788</a>		
<b>ML Google Scholar Acc.</b>	<a href="https://scholar.google.com/citations?user=A2o1VDMAAAAJ&amp;hl=en">https://scholar.google.com/citations?user=A2o1VDMAAAAJ&amp;hl=en</a>		



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<b>Course Module Tutor</b>	Dr. Sohail Imran Khan		
<b>Module Tutor email</b>	sohailkhan@lfu.edu.krd		
<b>Date Approved</b>	2 <sup>nd</sup> Feb. 2025	<b>Version Number</b>	1.0

## Relation with Other Modules

<b>Pre-requisites</b>	Students are expected to come early to the class and bring their notebooks and other relevant material for learning. They are expected to adhere to classroom etiquette.
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## Module Aims, Learning Outcomes, and Indicative Contents

<b>Module Introductory Description</b>	Control and Performance Evaluation is a critical course exploring organizations' mechanisms to monitor, assess, and enhance efficiency. It focuses on the principles of control systems, performance measurement techniques, and strategic evaluation methods that ensure organizational objectives are met. Students will learn how to set performance standards, track progress, analyze deviations, and implement corrective actions to optimize productivity. By integrating financial and non-financial control tools, this course equips future business leaders with the skills to drive continuous improvement and maintain a high-performance culture in dynamic business environments.
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<b>Module Aims</b>	The aim of this course is to equip students with the skills to implement control mechanisms, measure performance, and apply corrective actions to enhance organizational efficiency and goal achievement.
<b>Module Learning Outcomes</b>	<p>Upon completion of this course, students should be able to:</p> <ul style="list-style-type: none"> <li>▪ Understand the fundamentals of control systems in business management.</li> <li>▪ Identify key performance evaluation techniques and their applications.</li> <li>▪ Detect deviations from set standards and implement corrective actions.</li> <li>▪ Develop strategies to enhance productivity and accountability.</li> <li>▪ Evaluate the impact of control mechanisms on overall business performance</li> </ul>
<b>Learning and Teaching Strategies</b>	
<b>Strategies</b>	The module will be delivered to the students through the use of modern technology, custodies, reading material, flipped classroom, video, and case analysis. The student-centred approach will be applied. The strategies to be implemented to target students learning outcomes.

Module Delivery				
<b>Structured workload (h/w)</b>	3 hours / Week			
<b>Unstructured workload (h/w)</b>	11.4			
<b>Total workload (h/w)</b>	14.4 hours / Week			
Module Assessment				
	Time/Number	Weight (Marks)	Week Due	Relevant Outcome
<b>Assignment</b>	1	5%	6	Analyze and interpret written communication skills
<b>Quiz</b>	2	10%	3 and 11	Help to assess your knowledge and understanding of the subject
<b>Case Study</b>	1	5%	4-5	Allow students to give their opinions about a situation.
<b>Presentation</b>	1	10%	8-10	Boost student's confidence and presentation skills



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<b>Book Review</b>	1	5%	12	Enhances reading and understanding skills and knowledge
<b>Panel Interview</b>	1	10%	13	Analyze subject understanding
<b>Midterm</b>		15%	7	
<b>Final Exam</b>		40%		
<b>Total</b>		100% (100 Marks)		

## Learning and Teaching Resources

	Text	Available in the Library?
<b>Required Texts</b>	<ul style="list-style-type: none"> <li>▪ Kenneth A., (2017). Management control systems: performance measurement, evaluation and incentives Fourth Edition, Pearson.</li> <li>▪ FiorenzoF., Maurizio G., and Domenico M., Designing Performance Measurement System (2018). First Edition, Springer</li> <li>▪ Charles H, Fleischer, (2009). HR for Small Business, 2<sup>nd</sup> Edition, Sphnx Publishing</li> </ul>	Available Online
<b>Recommended Texts</b>	Performance Management: Performance Management Key Strategies and Practical by Micheel Armstrong	Yes
<b>Websites</b>	Lfu.edu.krd	

## Delivery Plan (Syllabus)

Week	Material Covered
<b>Week 1</b>	What is Control?, Define Control, Need of Control, Control as a Management Function
<b>Week 2</b>	Features of Control, Levels of Control, Control Process, Types of Control, Strategic Vs. Tactical Control, Comparison between Strategic and Tactical Control
<b>Week 3</b>	Control Techniques, Barriers to Control Making, Why Control is Important?



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<b>Week 4</b>	Principles of Controlling, Advantages and Limitations of Control, Requirement of an Effective Control System
<b>Week 5</b>	Features of a Good Control System, Difference between Control and Planning, Relation Between Controlling and Planning
<b>Week 6</b>	Difference between Control and Prevention, How does Control Support Effective Performance?
<b>Week 7</b>	What is Evaluation?, Sources must be Kept in Mind for Evaluation, Good Evaluation System
<b>Week 8</b>	What is Performance Evaluation?, Steps of the Performance Evaluation Process, Characteristics of an Effective Performance Evaluation
<b>Week 9</b>	Mid-Term
<b>Week 10</b>	Objectives of Performance Evaluation, Uses of Performance Evaluation, Why Performance Evaluation may Fail?.
<b>Week 11</b>	Presentation Week
<b>Week 12</b>	Methods of Performance Evaluation? (Traditional and Modern), Key Components of an Effective Performance Evaluation, Who are Responsible for Conducting Performance Evaluation?.
<b>Week 13</b>	Performance Appraisal, Define, Steps of Performance Appraisal Process
<b>Week 14</b>	Methods of Performance Appraisal
<b>Week 15</b>	Performance Management Vs Performance Appraisal, Developing Performance Standard, Benefits of Performance Standard in Evaluation, Role of Performance Standard in Evaluation
<b>Week 16</b>	Final Exam

## Course Keywords

Control, Evaluation, Management, and Performance



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### APPENDIX: (Help and Information)

#### Percentage to Grade Chart

Marks	Level	نأست
90 - 100	Excellent	نایاب
80 - < 90	Very Good	زور باش
70 - < 80	Good	باش
60 - < 70	Medium	ناوهند
50 - < 60	Pass	پهسهند
0 - < 50	Fail	كهوتوو