Postgraduate Certificate
Performance Evaluations

tech technological university

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Postgraduate Certificate
Performance Evaluations

- Modality: **online**
- Duration: **6 weeks**
- Certificate: **TECH Technological University**
- Schedule: **at your own pace**
- Exams: **online**

Website: **www.techtitute.com/us/inteligencia-artificial/postgraduate-certificate/performance-evaluations**

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01

Introduction

Performance evaluations have evolved in recent years, adapting to new work dynamics driven by digitization and remote work. According to a Deloitte report, 79% of global organizations are restructuring their performance appraisal processes to make them more agile and focused on continuous skills development. In addition, with the rise of Artificial Intelligence, they are using data analysis tools and specialized software to obtain more accurate and objective information about their employees' performance. In this context, TECH has created a comprehensive program completely online, designed to adapt optimally to the work and personal schedules of graduates, using the innovative methodology called Relearning.

With this 100% online Postgraduate Certificate, you will be trained to integrate advanced AI technologies into your appraisal processes, allowing you to analyze performance data more effectively and accurately"

Performance evaluations are undergoing a significant transformation driven by technology and a focus on employee well-being. Increasingly, companies are adopting real-time evaluation systems, allowing them to provide constant feedback aligned with employer expectations, making it easier to track employee performance more efficiently.

This is how this Postgraduate Certificate was created, in which professionals will be able to design and apply evaluation tools that not only measure employee performance, but also provide immediate and relevant information. This methodology will allow organizations to react quickly to the needs of their workers, fostering an environment of continuous improvement.

Technical skills will also be developed to identify patterns in the data, which is fundamental to detect areas for improvement. In this sense, by integrating Artificial Intelligence in the evaluation processes, experts will be able to extract valuable insights that will help to optimize individual and group performance, as well as to customize professional development strategies according to specific needs.

Finally, the theory and practice of performance appraisals will be covered, encouraging critical thinking and data-driven decision making. Through case studies and practical exercises, students will be able to apply what they have learned in real-life situations. This comprehensive approach will ensure that they are equipped with the necessary tools to lead effective performance evaluation initiatives, contributing to the success and sustainability of the organizations in which they work.

In this way, TECH has developed a complete online program, accessible through an electronic device with Internet connection, without the inconvenience of traveling to a physical location or complying with a specific schedule. Additionally, it is based on the revolutionary Relearning learning methodology, consisting of the repetition of key concepts to promote an efficient and natural assimilation of the contents.

This **Postgraduate Certificate in Performance Evaluations** contains the most complete and up-to-date program on the market. The most important features include:

- Development of practical cases presented by experts in Artificial Intelligence in HR
- The graphic, schematic, and practical contents with which they are created, provide practical information on the disciplines that are essential for professional practice
- Practical exercises where self-assessment can be used to improve learning
- Its special emphasis on innovative methodologies
- Theoretical lessons, questions to the expert, debate forums on controversial topics, and individual reflection assignments
- Content that is accessible from any fixed or portable device with an Internet connection

You will be able to identify hidden patterns and trends in performance, facilitating the early detection of areas that require attention and improvement, thanks to an extensive library of innovative multimedia resources"

You will produce reports that not only reflect the current state of performance, but also offer concrete and practical recommendations, through the best didactic materials, at the forefront of technology and education"

You will establish clear and specific indicators to facilitate constant performance measurement, which in turn will contribute to a dynamic and results-oriented work environment. What are you waiting for to enroll?

You will develop skills to apply Artificial Intelligence tools to identify patterns in the data collected, as well as areas that require improvement. With all TECH's quality guarantees!

The program's teaching staff includes professionals from the field who contribute their work experience to this educational program, as well as renowned specialists from leading societies and prestigious universities.

The multimedia content, developed with the latest educational technology, will provide the professional with situated and contextual learning, i.e., a simulated environment that will provide immersive education programmed to learn in real situations.

This program is designed around Problem-Based Learning, whereby the professional must try to solve the different professional practice situations that arise during the course. For this purpose, students will be assisted by an innovative interactive video system created by renowned experts in the field of educational coaching with extensive experience.

02

Objectives

The objectives of this university program will focus on providing professionals with the necessary skills and knowledge to implement modern and effective evaluation systems. They will be trained in the use of Artificial Intelligence tools for data analysis, identifying performance patterns and areas for improvement in real time. In addition, the development of competencies in the creation of clear performance indicators and in the formulation of constructive feedback that drives professional growth will be fostered. It will also be possible to integrate these systems into the organizational culture.

This Postgraduate Certificate aims to equip future professionals with a theoretical and practical framework that will enable them to adapt to a constantly changing and evolving work environment"

General Objectives

- Develop the ability to use AI to identify and eliminate bias in selection, evaluation and development processes
- Train students to implement AI solutions that automate administrative and managerial tasks
- Apply predictive analytics techniques in HR management, anticipating needs and improving strategic planning
- Lead digital transformation projects in the Human Resources department, using AI as a key tool to innovate and improve organizational processes

Specific Objectives

- Train in the implementation of continuous evaluation systems that provide real-time feedback, improving the accuracy and relevance of performance evaluations
- Develop skills to use AI to analyze performance data, identifying patterns and areas for improvement

You will carry out data-driven decision making, which will not only optimize human talent management, but also contribute to more agile and adaptive work environments"

03

Course Management

The faculty are highly qualified professionals with extensive experience in their respective fields. In fact, they combine a solid theoretical knowledge in human talent management and performance evaluations with practical skills in the use of Artificial Intelligence tools and data analysis. As such, they have worked in business environments, which will allow them to provide real cases and relevant examples that will enrich the learning experience. In addition, they will be dedicated to fostering a participatory and collaborative classroom environment, encouraging graduates to explore new ideas and innovative approaches.

The program's excellent faculty will help you acquire technical knowledge and develop critical and strategic skills, preparing you to meet the challenges of the contemporary work environment"

Management

Dr. Peralta Martín-Palomino, Arturo

- CEO and CTO at Prometeus Global Solutions
- CTO at Korporate Technologies
- CTO at AI Shepherds GmbH
- Consultant and Strategic Business Advisor at Alliance Medical
- Director of Design and Development at DocPath
- PhD in Psychology from the University of Castilla La Mancha
- PhD in Economics, Business and Finance from the Camilo José Cela University
- PhD in Psychology from University of Castilla La Mancha
- Master's Degree in Executive MBA from the Isabel I University
- Master's Degree in Sales and Marketing Management, Isabel I University
- Expert Master's Degree in Big Data by Hadoop Training
- Master's Degree in Advanced Information Technologies from the University of Castilla La Mancha
- Member of: SMILE Research Group

Professors

Ms. Del Rey Sánchez, Cristina

- Talent Management Administrative Officer at Securitas Seguridad España, S.L
- Extracurricular Activities Center Coordinator
- Support classes and pedagogical interventions with Primary and Secondary Education students
- Postgraduate in Development, Delivery and Tutoring of e-Learning Training Actions
- Postgraduate in Early Childhood Care
- Degree in Pedagogy from the Complutense University of Madrid

04

Structure and Content

The contents of the program will cover the fundamentals of performance evaluations, including the formulation of key indicators and the implementation of continuous evaluation systems that provide real-time feedback. In addition, it will focus on the integration of Artificial Intelligence, using data analysis tools to identify patterns and trends in employee performance. You will also address predictive analytics techniques and methods for interpreting results, as well as strategies for applying these findings to improve individual and organizational performance.

You will be able to apply your knowledge and develop skills in creating data-driven reports and action plans, preparing you to meet the challenges of today's work environment"

Module 1. Performance Evaluations

1.1. Introduction to the Application of AI in Performance Appraisals
- 1.1.1. Definition of Artificial Intelligence and Its Role in Performance Appraisals. 15Five
- 1.1.2. Importance of Using AI to Improve the Objectivity and Efficiency of Appraisals
- 1.1.3. Limitations of AI in Performance Appraisals

1.2. Automation of Evaluation Processes
- 1.2.1. Using AI to Automate Data Collection and Analysis in Performance Appraisals Peakon
- 1.2.2. Implementing AI-Based Automated Evaluation Systems
- 1.2.3. Successful Studies in Automation with AI

1.3. Data Analysis and Performance Metrics
- 1.3.1. Using AI Algorithms to Analyze Performance Data and Trends
- 1.3.2. Identifying Key Metrics and KPIs Using Advanced Data Analysis Techniques
- 1.3.3. AI Data Analytics Training

1.4. Continuous Evaluation and Real-Time Feedback
- 1.4.1. Implementing AI-Assisted Continuous Assessment Systems. Lattice
- 1.4.2. Using Chatbots and Real-Time Feedback Tools to Provide Feedback to Employees
- 1.4.3. Impact of AI-Based Feedback

1.5. Identification of Strengths and Areas for Improvement
- 1.5.1. Applying AI to Identify Employee Strengths and Weaknesses
- 1.5.2. Automatic Analysis of Competencies and Skills Using Machine Learning Techniques. Workday Performance Management
- 1.5.3. Connection with Professional Development and Planning

1.6. Detection of Trends and Performance Patterns
- 1.6.1. Using AI to Detect Trends and Patterns in Employee Performance. TAlentSoft
- 1.6.2. Predictive Analytics to Anticipate Potential Performance Problems and Take Proactive Measures
- 1.6.3. Advanced Data Visualization Dashboards

1.7. Customization of Objectives and Development Plans
  1.7.1. Implementing AI-Based Personalized Target Setting Systems. Reflektive
  1.7.2. Using Recommendation Algorithms to Suggest Individualized Development Plans
  1.7.3. Long-Term Impact of Personalized Targets
1.8. Elimination of Bias in Evaluations
  1.8.1. Applying AI to Identify and Mitigate Bias in Performance Appraisals
  1.8.2. Implementing Impartial and Equitable Algorithms in Evaluation Processes
  1.8.3. AI Ethics Training for Evaluators
1.9. Data Security and Protection in AI Evaluations
  1.9.1. Ethical and Legal Considerations in the Use of Personal Data in Performance Evaluations with AI. LEver
  1.9.2. Ensuring the Privacy and Security of Employee Information in AI-Based Evaluation Systems
  1.9.3. Implementing Data Access Protocols
1.10. Continuous Improvement and Adaptability of the System
  1.10.1. Using Feedback and Data Analysis to Continuously Improve Evaluation Processes
  1.10.2. Adapting Evaluation Systems as the Organization's Needs and Objectives Change
  1.10.3. Review Committee for Adjustment of Metrics

05

Methodology

This academic program offers students a different way of learning. Our methodology uses a cyclical learning approach: **Relearning.**

This teaching system is used, for example, in the most prestigious medical schools in the world, and major publications such as the **New England Journal of Medicine** have considered it to be one of the most effective.

Discover Relearning, a system that abandons conventional linear learning, to take you through cyclical teaching systems: a way of learning that has proven to be extremely effective, especially in subjects that require memorization"

Case Study to contextualize all content

Our program offers a revolutionary approach to developing skills and knowledge. Our goal is to strengthen skills in a changing, competitive, and highly demanding environment.

At TECH, you will experience a learning methodology that is shaking the foundations of traditional universities around the world"

You will have access to a learning system based on repetition, with natural and progressive teaching throughout the entire syllabus.

The student will learn to solve complex situations in real business environments through collaborative activities and real cases.

A learning method that is different and innovative

This TECH program is an intensive educational program, created from scratch, which presents the most demanding challenges and decisions in this field, both nationally and internationally. This methodology promotes personal and professional growth, representing a significant step towards success. The case method, a technique that lays the foundation for this content, ensures that the most current economic, social and professional reality is taken into account.

> *Our program prepares you to face new challenges in uncertain environments and achieve success in your career"*

The case method has been the most widely used learning system among the world's leading Information Technology schools for as long as they have existed. The case method was developed in 1912 so that law students would not only learn the law based on theoretical content. It consisted of presenting students with real-life, complex situations for them to make informed decisions and value judgments on how to resolve them. In 1924, Harvard adopted it as a standard teaching method.

What should a professional do in a given situation? This is the question that you are presented with in the case method, an action-oriented learning method. Throughout the course, students will be presented with multiple real cases. They will have to combine all their knowledge and research, and argue and defend their ideas and decisions.

Relearning Methodology

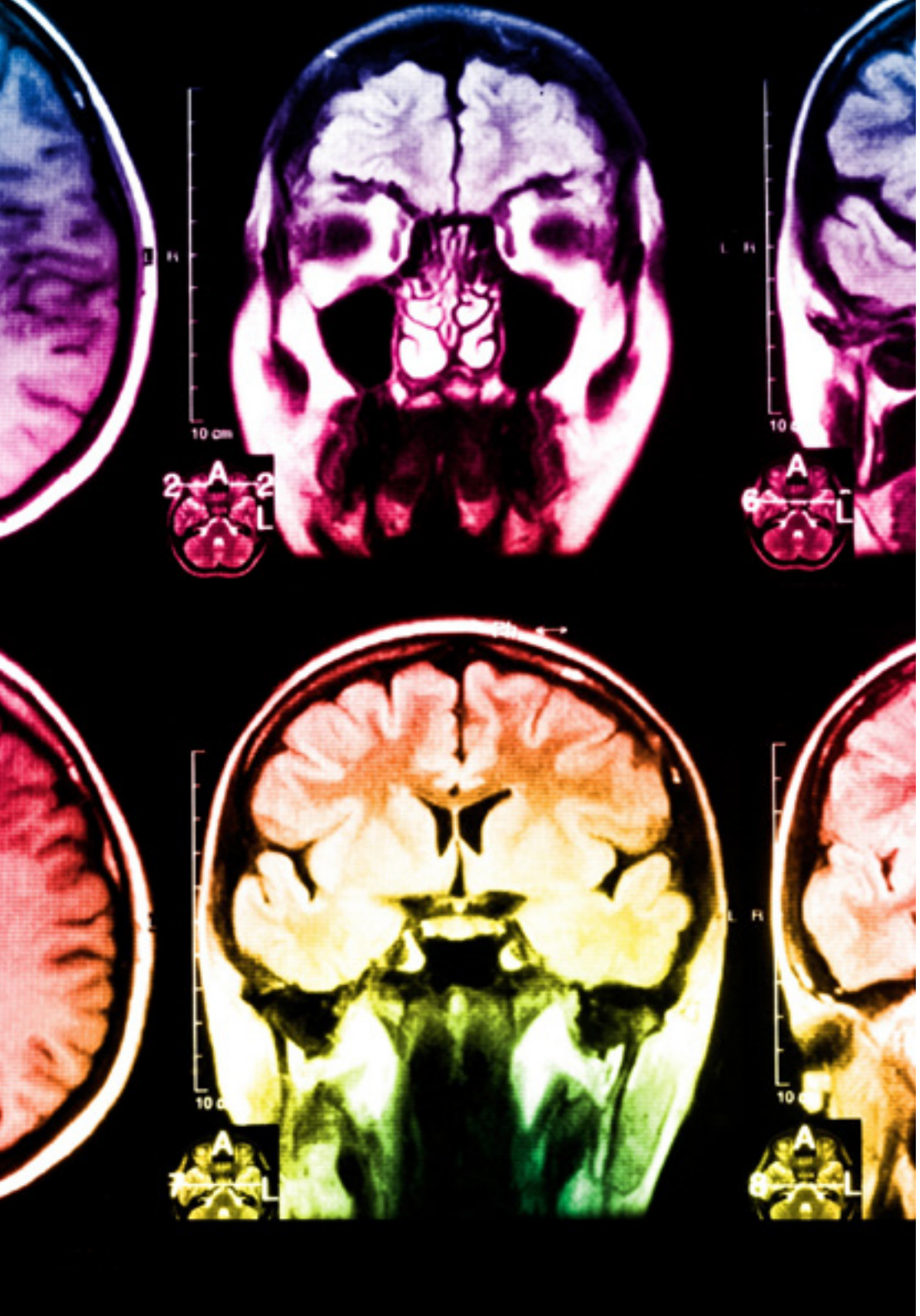
TECH effectively combines the Case Study methodology with a 100% online learning system based on repetition, which combines different teaching elements in each lesson.

We enhance the Case Study with the best 100% online teaching method: Relearning.

In 2019, we obtained the best learning results of all online universities in the world.

At TECH you will learn using a cutting-edge methodology designed to train the executives of the future. This method, at the forefront of international teaching, is called Relearning.

Our university is the only one in the world authorized to employ this successful method. In 2019, we managed to improve our students' overall satisfaction levels (teaching quality, quality of materials, course structure, objectives...) based on the best online university indicators.



In our program, learning is not a linear process, but rather a spiral (learn, unlearn, forget, and re-learn). Therefore, we combine each of these elements concentrically. This methodology has trained more than 650,000 university graduates with unprecedented success in fields as diverse as biochemistry, genetics, surgery, international law, management skills, sports science, philosophy, law, engineering, journalism, history, and financial markets and instruments. All this in a highly demanding environment, where the students have a strong socio-economic profile and an average age of 43.5 years.

Relearning will allow you to learn with less effort and better performance, involving you more in your training, developing a critical mindset, defending arguments, and contrasting opinions: a direct equation for success.

From the latest scientific evidence in the field of neuroscience, not only do we know how to organize information, ideas, images and memories, but we know that the place and context where we have learned something is fundamental for us to be able to remember it and store it in the hippocampus, to retain it in our long-term memory.

In this way, and in what is called neurocognitive context-dependent e-learning, the different elements in our program are connected to the context where the individual carries out their professional activity.

This program offers the best educational material, prepared with professionals in mind:

Study Material

All teaching material is produced by the specialists who teach the course, specifically for the course, so that the teaching content is highly specific and precise.

These contents are then applied to the audiovisual format, to create the TECH online working method. All this, with the latest techniques that offer high quality pieces in each and every one of the materials that are made available to the student.

Classes

There is scientific evidence suggesting that observing third-party experts can be useful.

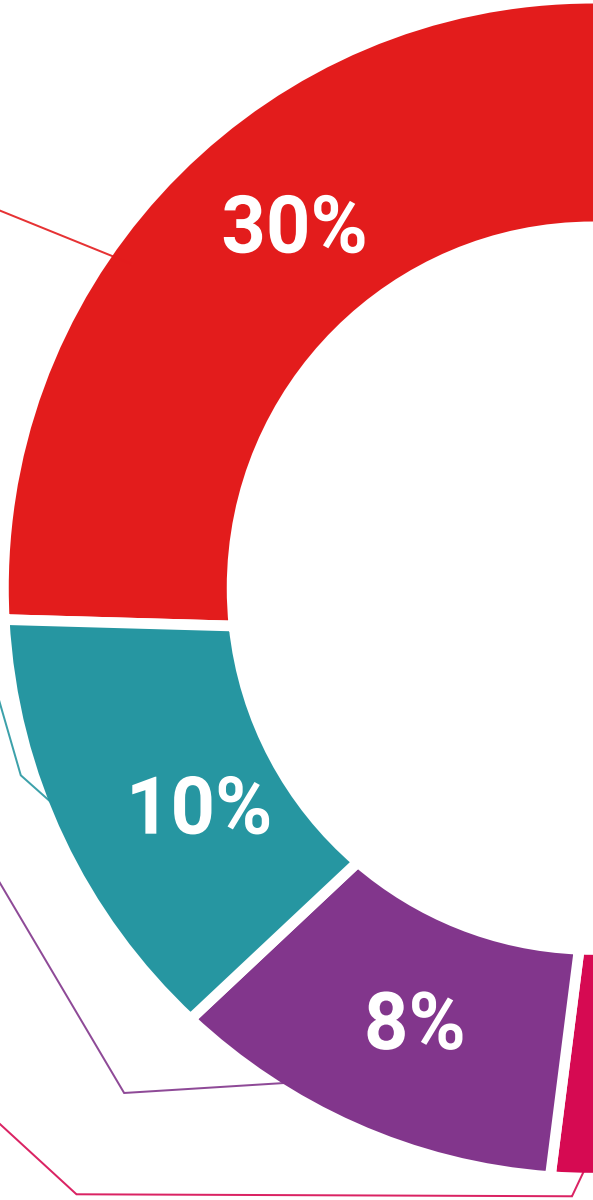
Learning from an Expert strengthens knowledge and memory, and generates confidence in future difficult decisions.

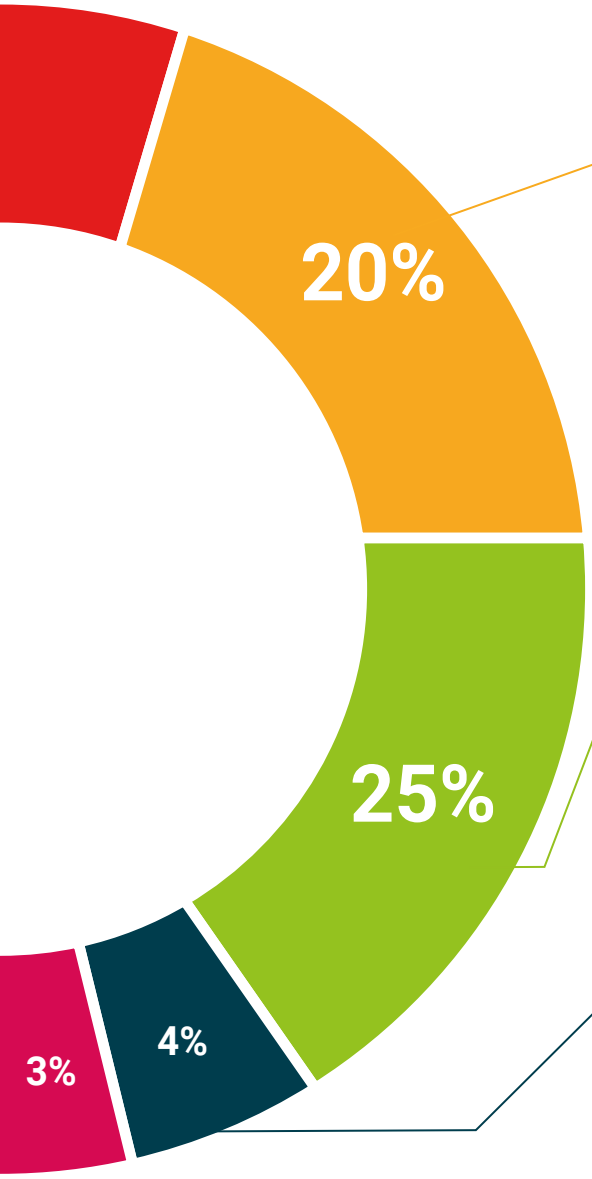
Practising Skills and Abilities

They will carry out activities to develop specific skills and abilities in each subject area. Exercises and activities to acquire and develop the skills and abilities that a specialist needs to develop in the context of the globalization that we are experiencing.

Additional Reading

Recent articles, consensus documents and international guidelines, among others. In TECH's virtual library, students will have access to everything they need to complete their course.





Case Studies

Students will complete a selection of the best case studies chosen specifically for this program. Cases that are presented, analyzed, and supervised by the best specialists in the world.

Interactive Summaries

The TECH team presents the contents attractively and dynamically in multimedia lessons that include audio, videos, images, diagrams, and concept maps in order to reinforce knowledge.

This exclusive educational system for presenting multimedia content was awarded by Microsoft as a "European Success Story".

Testing & Retesting

We periodically evaluate and re-evaluate students' knowledge throughout the program, through assessment and self-assessment activities and exercises, so that they can see how they are achieving their goals.

06

Certificate

The Postgraduate Certificate in Performance Evaluations guarantees, in addition to the most accurate and up-to-date training, access to a Postgraduate Certificate issued by TECH Technological University.

Successfully complete this program and receive your university qualification without having to travel or fill out laborious paperwork"

This private qualification will allow you to obtain a **Postgraduate Certificate in Performance Evaluations** contains the most complete and up-to-date program on the market.

After the student has passed the assessments, they will receive their corresponding **Postgraduate Certificate** issued by **TECH Technological University** via tracked delivery*.

The diploma issued by **TECH Technological University** will reflect the qualification obtained in the Postgraduate Certificate, and meets the requirements commonly demanded by labor exchanges, competitive examinations and professional career evaluation committees.

Title: **Postgraduate Certificate in Performance Evaluations**

Modality: **online**

Duration: **6 weeks**

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Awards the following

DIPLOMA

to

Mr./Ms. _____, with identification number _____.

For having passed and accredited the following program

POSTGRADUATE CERTIFICATE

in

Performance Evaluations

This is a qualification awarded by this University, equivalent to 150 hours, with a start date of dd/mm/yyyy and an end date of dd/mm/yyyy.

TECH is a Private Institution of Higher Education recognized by the Ministry of Public Education as of June 28, 2018.

June 17, 2020

Tere Guevara Navarro

Dean

Unique TECH Code: AFWORD23S techtitute.com/certificates

*Apostille Convention. In the event that the student wishes to have their paper diploma issued with an apostille, TECH EDUCATION will make the necessary arrangements to obtain it, at an additional cost.

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