## Review Classmates: Module 4 Mini-Project

Review by August 26, 09:59 PM PDT

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M.A sports club strategic performance measurement.



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Submitted on April 24, 2016

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### Part 1

Using the information provided in the Assignment Details section of the **Instructions** tab, choose an organizational setting.

Clearly identify and describe your setting of interest.

M.A sports is the owner of two advanced sports team one for football and other for basketball

### Part 2

Briefly describe the overarching strategy of the organization, as well as the various perspectives (e.g., customer perspective, etc.) that the organization could adopt.

The balanced scorecard provides an integrated frame work that can help the M.A sports club to evaluate the financial and non-financial activities. So the balanced scorecard has four perspectives: financial perspective,fans perspective,internal process perspective , and learning and growth persoective.  
  
So at the end of the season of the matches this company wants to know which sports team will have a higher profit so it will keep it and which will not, so it will sell it.  
  
On the other hand which players make a good season so they will keep them and which will not, so they will change them.

### Part 3

Identify and describe **no less than four** organizational goals/objectives relevant to your setting. Be specific.

The main goal of the sports club is to produce benefits and create the social values for the society , but in the same time it has also commercial dimension that was transformed from the show business aspect of sports club.

1. In financial perspective the goal is to increase the income
2. Fans perspective the goal is good performance by the team and good quality matches
3. Internal business process the goal is to select talent management
4. Learning and growth perspective the goal is to develop a professional work

### Part 4

Identify and describe at least two measures that correspond to each goal you identified in Part 3. Describe the measures in enough detail that would allow someone to implement and use the measure (i.e., how is the measure captured, what scale is used for the measure, etc.)

1. For the financial perspective the club will extend the income opportunity by search about new income sources like buying T-shirts, caps, and souvenirs with the trade mark of the team and reduce the expenses in several ways like computerized everything instead of using paper
2. For the fans perspective they will make a VIP section during the matches and will provide a suitable ticket prices
3. For the business process perspective the relationship between the management and coaches, coaches and players must be in a professional work and also on the other hand make good contracts with the sponsors
4. For the learning and growth perspective the workers and coaches have to be trained continuously so that the continuous improvement of training and the development of sections of talent care can be aspects of growth

### Part 5

Describe how you would provide incentives to managers and employees based on (at least) two of the measures you identified in Part 4.

Incentive plans are used to encourage employees and managers to perform at high levels of productivity, so determining the optimal incentive plan of design will not only help improve performance , it will promote ethical behavior that is in the best interest of the company and shareholders .

So in the internal business process we can provide incentives to the employee who makes a good contract with a sponsor by taking a percentage from the contract , and also we can provide incentives to the coaches and players after winning a match.

### Part 6

How might managers use subjective performance evaluation in this setting?

The managers can use a subjective performance evaluation to evaluate a worker that is not based on quantifiable numbers. The managers evaluate the employee’s work based on how they are doing and the value they bring to the business.  
  
So the subjective performance measures are influenced by the observes personal judgement of hoe the skills was performed.  
  
We can use these measures to select new players for any of the both teams or diagnosis the strength and weakness of the players and the coaches .

Read the response to Part 1 and assign points below. Be sure to see the detailed rubric on the Instructions tab before assigning points.

* 0 pts - 0 points: No answer, completely irrelevant answer.
* 5 pts - 5 points: Insufficient answer, incomplete, lacks supporting evidence.
* **7 pts - 7 points: Passing, meets expectations.**
* 9 pts - 9 points: Well above average, exceeds expectations.
* 10 pts - 10 points: Superior performance, excellent.

Read the response to Part 2 and assign points below. Be sure to see the detailed rubric on the Instructions tab before assigning points.

* 0 pts - 0 points: No answer, completely irrelevant answer.
* 5 pts - 5 points: Insufficient answer, incomplete, lacks supporting evidence.
* **7 pts - 7 points: Passing, meets expectations.**
* 9 pts - 9 points: Well above average, exceeds expectations.
* 10 pts - 10 points: Superior performance, excellent.

Read the response to Part 3 and assign points below. Be sure to see the detailed rubric on the Instructions tab before assigning points.

* 0 pts - 0 points: No answer, completely irrelevant answer.
* 5 pts - 5 points: Insufficient answer, incomplete, lacks supporting evidence.
* 7 pts - 7 points: Passing, meets expectations.
* **9 pts - 9 points: Well above average, exceeds expectations.**
* 10 pts - 10 points: Superior performance, excellent.

Read the response to Part 4 and assign points below. Be sure to see the detailed rubric on the Instructions tab before assigning points.

* 0 pts - 0 points: No answer, completely irrelevant answer.
* 5 pts - 5 points: Insufficient answer, incomplete, lacks supporting evidence.
* 7 pts - 7 points: Passing, meets expectations.
* **9 pts - 9 points: Well above average, exceeds expectations.**
* 10 pts - 10 points: Superior performance, excellent.

Read the response to Part 5 and assign points below. Be sure to see the detailed rubric on the Instructions tab before assigning points.

* 0 pts - 0 points: No answer, completely irrelevant answer.
* 5 pts - 5 points: Insufficient answer, incomplete, lacks supporting evidence.
* 7 pts - 7 points: Passing, meets expectations.
* 9 pts - 9 points: Well above average, exceeds expectations.
* **10 pts - 10 points: Superior performance, excellent.**

Read the response to Part 6 and assign points below. Be sure to see the detailed rubric on the Instructions tab before assigning points.

* 0 pts - 0 points: No answer, completely irrelevant answer.
* 5 pts - 5 points: Insufficient answer, incomplete, lacks supporting evidence.
* 7 pts - 7 points: Passing, meets expectations.
* **9 pts - 9 points: Well above average, exceeds expectations.**
* 10 pts - 10 points: Superior performance, excellent.

Please share constructive comments about the responses. How original or innovative was the chosen setting? Were the explanations provided clear? What is one strength of the submission? What is one area of improvement that you would like to suggest?

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### *Good !!!*

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**mariam abdelfattah**3 months ago

I have finished my week 4 project a long time ago and tell now I did not received my grade yet