

PERFORMANCE MANAGEMENT SYSTEM

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ABSTRACT

Performance management plays an important role within the human resource management system. Performance management system could be a continues method of characteristic ,developing and motivating ,measuring the performance of each individual worker to succeed in their individual goals and structure goals. thus it's become imperative for the organization to determine a good performance management system. It is an extended systematic and continues method that involves to developing the worker through performance mapping, necessary feedback is given by the managers to boost their commonplace of performance within the organization. the highest management will get a transparent plan regarding the worth addition of every worker solely through performance management program.

This article is meant to supply a comprehensive introduction to the study of performance management system,its practices adopted by the organization. The factors known and planned within the paper area unit derived on the premise of a radical review of literature associated with the performance, performance management and performance management system. The paper provides a theoretical base for finding out varied aspects of performance management system in a company, whether or not public or personal, once characteristic varied factors needed for a good performance management system.

Key words : Management , performance, objectives of PMS , PMS process.

INTRODUCTION

Management

Management can be a universal technique. Its coordination of all resources through the process of planning, organizing, leading and looking out so on succeed positive goals or objectives. So management is that the exercise of consciously and endlessly shaping organization.

Performance

Performance is completion of a task with application of information, skills and abilities. An effective performance is determined by achievement skills and competency of the performer - level of skill and knowledge.

Performance Management System

Performance management system can be an endless technique of distinctive, live and developing the performance of the each of us and to boot the groups and aligning performance with the strategic line or objectives of the firm.

Definition

According to Reward Management Associates (2001), “performance management is to boot created public as act technique that consists of coming up with performance, handling performance through observation and feedback, evaluative performance and reward full performance.

A well thought of effective performance management system helps to accomplish the subsequent objectives:

1. Human resource planning.
2. Recruitment and choice.
3. Personnel development.
4. Work and development.
5. Motivation.
6. Feedback and personal development.
7. Career planning and development.
8. Compensation and reward.

OBJECTIVES OF PERFORMANCE MANAGEMENT

- To provide performance related information to employees and managers which may be used for training purposes.
- To motivate the employees by rewarding them as per their performance at work.
- To design development programs which helps employee improve their standard of work in the organization.
- Top level management takes up the whole responsibility of performance management rather than HR manager and other staff members.
- The main objective of performance management system is to enhance the employee performance level and to boost their confidence in the career planning and development through offering necessary rewards and compensation, performance appraisal, training and development programs in the organization.

PERFORMANCE MANAGEMENT PROCESS

Performance management may be a continuous method that involves communication from prime level management to bottom level management and the other way around.



- Planning

Planning may be a method within which the future course of action has been set in advances. This helps in giving the direction whereas playing the tasks.

1. Scanning of business surroundings.
2. Mission and goals.
3. Developing verbal description and specification.
4. Fixing performance standards

- Action or Execution of arrange

After designing of performance management future step is to execute the arrange and observe the consequents results. If the arrange is sweet and not enforced properly then the result are poor .so the necessary coaching ought to incline to the workers to perform a specific task within the firm.

- Performance assessment

The next step is the performance assessment or the performance appraisal .the performance ought to be assessed throughout the work, mid-year, and at last at the tip of the year

The following jobs area unit to be tired the assessment of performance:

1. Observation
2. Middle year assessment
3. Year finish assessment
4. Documentation of assessment

- Final review and development arrange

After performance assessment at the tip of the year the management select the ultimate review of the performance. Their review of responsibility and answerableness, performance normal achieved. The ultimate review and development stage should involve the subsequent activities:

1. Review of performance normal achieved.
2. Review of competence strengths and weakness.
3. Action arranges.
4. Development arranges.
5. Characteristic rewards, recognition and compensation arrange.

REVIEW OF LITERATURE

Study by DDI (1997), Performance Management Practices is that the most up-to-date performance management study. It proves that prosperous organizations understand that performance management may be an important business tool in translating strategy into results.

The CEOs within the majority of the eighty eight Organizations surveyed say their performance management system initiatives the key factors related to each business and cultural ways.

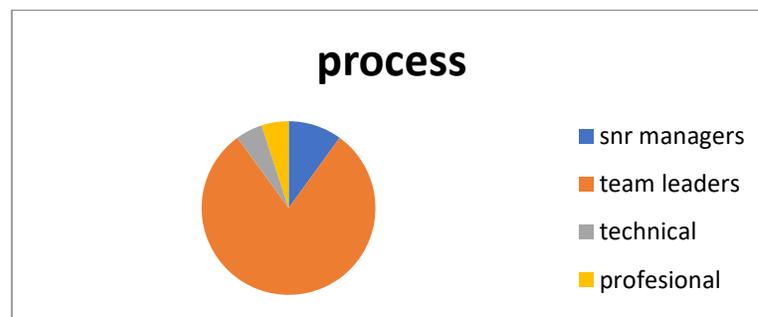
- Watkins (2007) puts it, most public sector enterprise like those in Delta State of Federal Republic of Nigeria haven't given adequate attention to performance management review as a tool for up performance even once recent studies recommend that performance review profit structure performance in each non-public & public sectors.

- Performance management has been delineated as a scientific approach to the management of individuals, victimization performance goal measuring, feedback and recognition as a method of motivating them to comprehend their most potential. Public sector business organizations that try to deliver quality services at competitive costs area unit people who embrace numerous performance review practices to assess their worker performance & influence them with incentives.

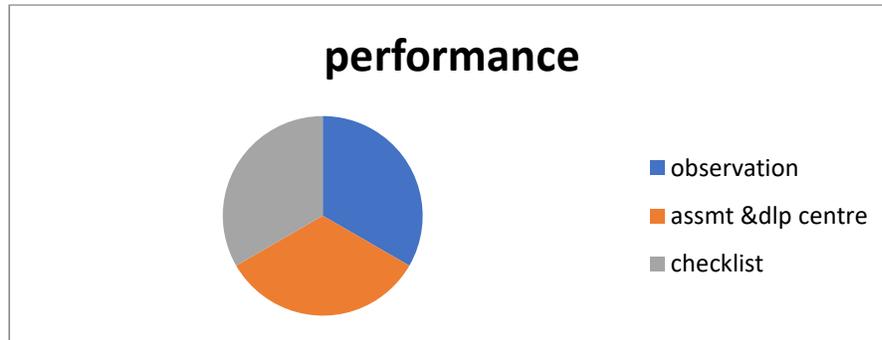
QUESTIONNAIRE

1. Which of the following groups of employees do the processes apply to?
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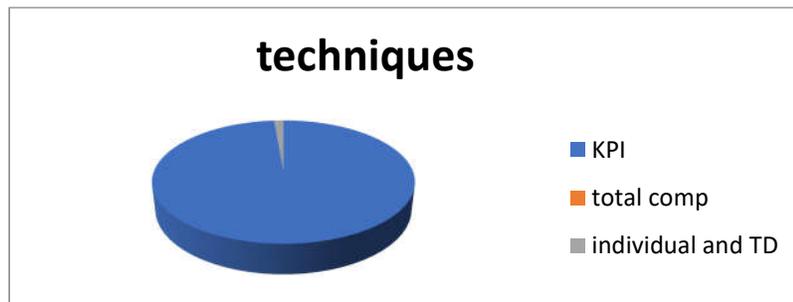
a) Senior managers b) Team leaders c) Technical d) Professionals



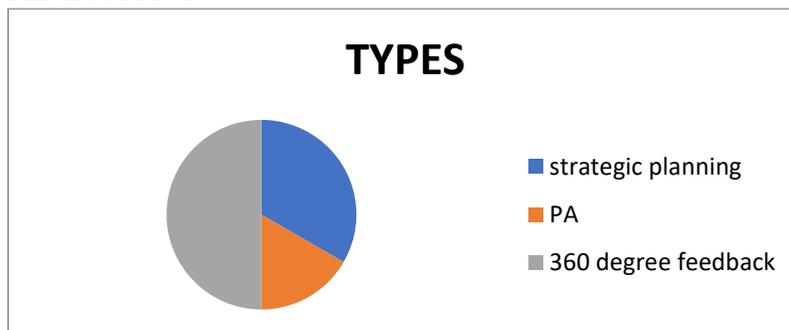
2. What are the techniques used for the assessing performance? ()
- a) Observation
 - b) Assessment and development centers
 - c) Checklist



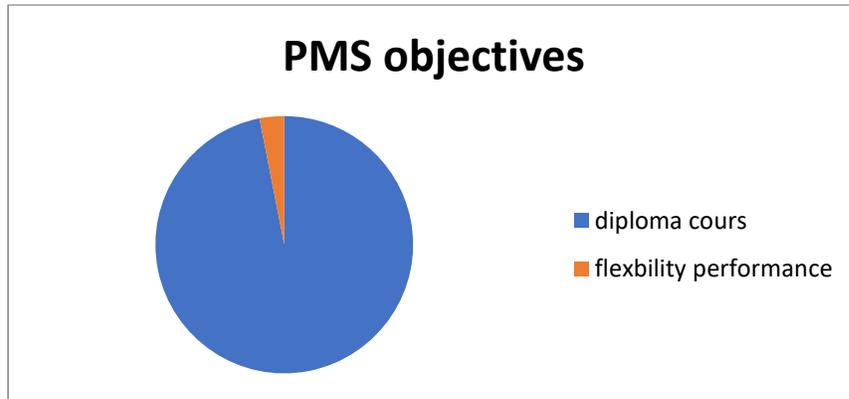
3. What are the Key Tools and Techniques for Performance Management? ()
- a) Key performance indicators (KPIs) and metrics.
 - b) Total compensation
 - c) Individual and team development
 - d) All the above



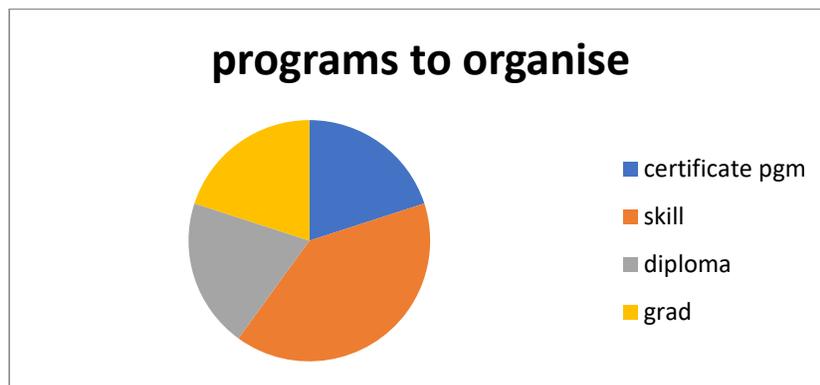
4. What are the different types of performance management systems? ()
- a) Strategic planning.
 - b) Performance appraisals
 - c) 360 degree feedback
 - d) All the above.



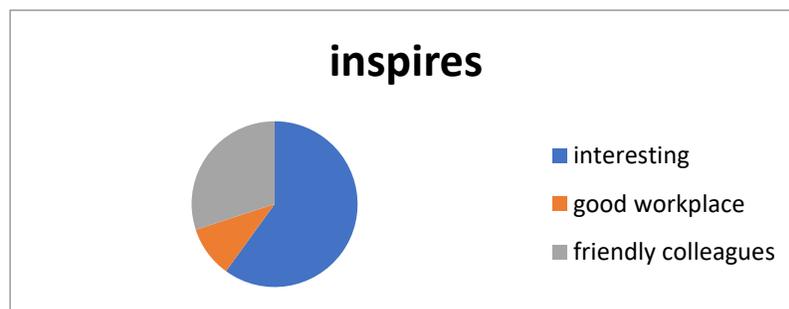
5. What are the performance objectives? ()
- a) diploma courses
 - b) Flexibility performance
 - c) All the above



6. What are the programs that any company to organise? ()
- a) Certificate program
 - b) quality
 - c) graduation programs



7. What inspires to come to work place? ()
- a) Interstingjobs
 - b) Goodworkplace
 - c) Friendly colleagues



FINDINGS

- Hr professionals are strongly agreed to performance management helps them to develop their skills and capabilities of their team.
- Performance management helps to decide what to pay members of their teams.
- It motivate the employees performance in the organization.
- It is a two way process with both managers and the employee expressing their views.

SUGGESTIONS

- Employees have to be compelled to have a lot of knowledge concerning performance management system and performance review technique.
- Performance review ought to be conducted during a truthful and unbiased approach.
- Hr. professionals of the organization ought to apply strategic and interactive approach to performance management.

CONCLUSION

This study show that the performance management is an analytical and comprehensive approach to designing and sustaining enhancements within the performance of the staff thus on meet the standards.

Most of the human resource manager don't feel snug with conducting performance review. in order that they have to be compelled to creat a trust in them concerning performance review technique and mantaining healthy relationship with the staff for up their customary of performance and to realize their structure goals or objectives.

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