



SNS College of Technology

Coimbatore - 35



19BAT610- Human Resources Management

Unit IV- PERFORMANCE EVALUATION

Topic...Guess...???



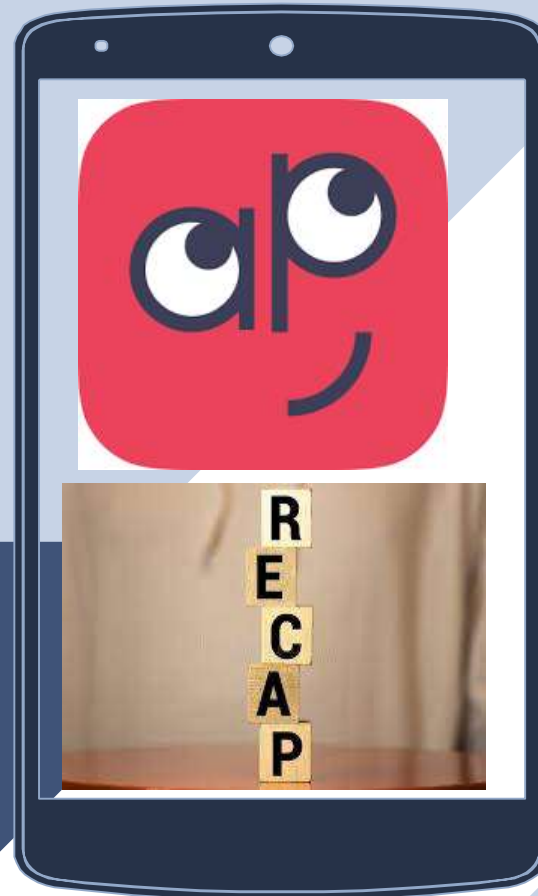
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What is sparking in your mind...?





RECAP



Industry Practices of PA

Three of the main problems that organizations face are:

- keeping employees engaged
- retaining talent
- developing leaders from within

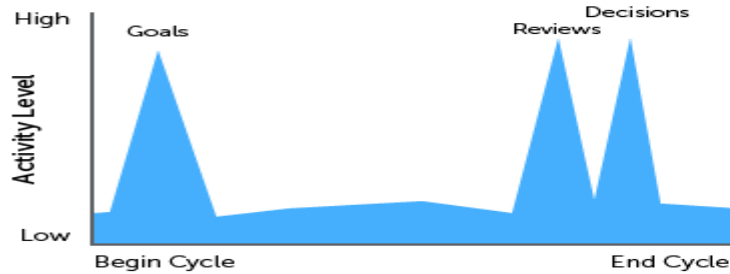




Keeping employees engaged

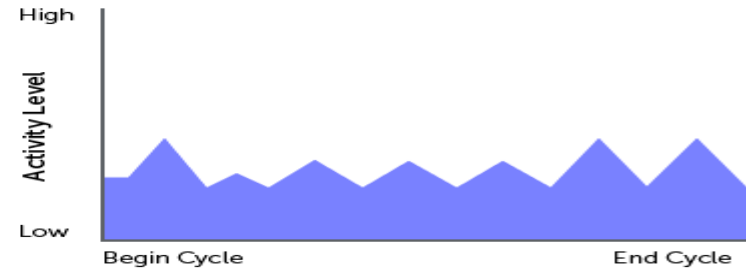
Organizations Want to Improve Performance Management

Traditional Performance Management



- Focus on process not people
- Formal and event-driven
- Separate from work
- 3-5% impact on performance

Everyday Performance Management



- Focus on people not process
- Informal and ongoing
- Integrated with work
- Up to 39% impact on performance

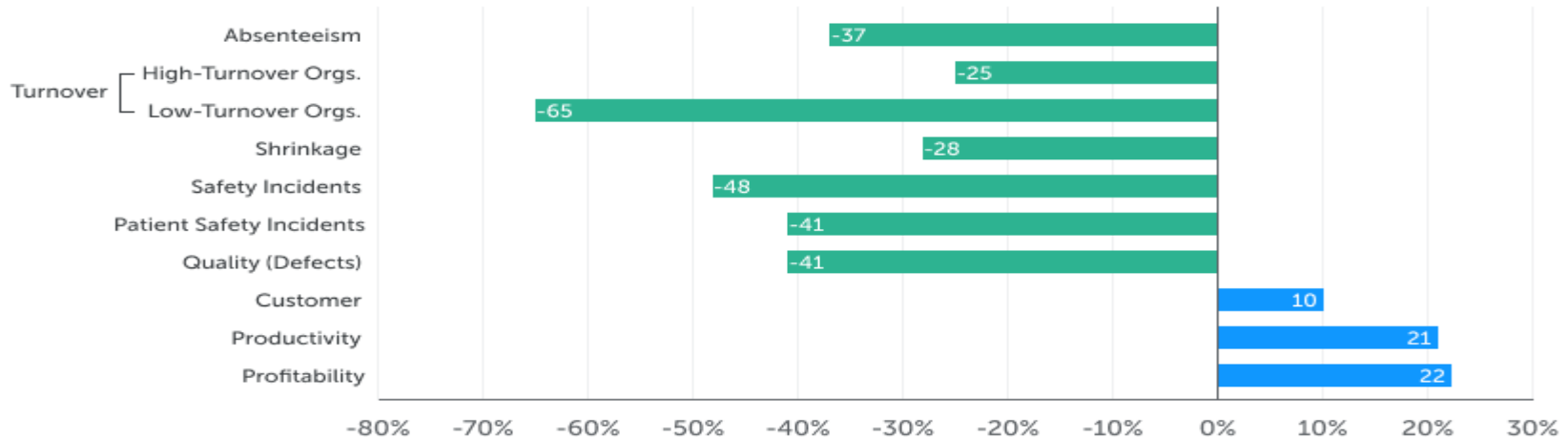
Source: Gartner, Inc. 2015



Retaining talent

Engagement's Effect on Key Performance Indicators

Median outcomes between top- and bottom-quartile teams





Developing leaders from within



- This leadership path also serves as a motivating force for employees,
- who can see that their hard work will be rewarded with promotions and other benefits.



15 Employee performance management best practices



Identify the goals

Define and describe each role

Pair goals with a performance plan

Monitor progress towards performance targets

Coaching should be frequent

Use guidelines to your advantage

Problems are not always employee-based



Contd.

Build a performance-aligned culture

Organize cross-functional workshops

Management should offer actionable feedback

Keep it professional, not personal

It's not only employees that need training

Take advantage of multiple-source feedback

Don't depend only on reviews



Assessment



The Job enlargement changes the jobs to include more and/or different tasks

True or False





Summary

- Industry Practices of PA
- 15 Employee Performance Management Best Practice

SUMMARY





Reference

- <https://www.valamis.com/hub/performance-management>
- <https://atmanco.com/blog/hcm/11-performance-management-best-practices/>
- <https://lindenbergergroup.com/6-best-practices-effective-performance-management/>





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*Thank
you*