



Prifysgol Cymru
Y Drindod Dewi Sant
University of Wales
Trinity Saint David

Recommendations on the performance management problems of the human resources department of company A

Student name	<u>Guo Luxiang</u>
Student ID	<u>2106308</u>
Professor	<u>Dr Rachel Cook</u>
Moddle	<u>Human Resource Management</u>
Moddle code	<u>BMMB7007</u>
Programme	<u>MBA</u>
Date	<u>4/6/2022</u>

My video link:

<https://web.microsoftstream.com/video/42f3464e-f8cb-422d-ae4e-af5ffbda5d71>

References

- Rachman, P. . (2020). 'Implementasi plan-do-check-act (pdca) berbasis key performance indicators (kpi): studi kasus di smp-sma integral ar-rohmah dau malang'. AL-TANZIM JURNAL MANAJEMEN PENDIDIKAN ISLAM, 4(2), 14-27.
- Xia, W. . (2003). 'Application of pdca's circulation in performance appraisal'. China Quality.
- Du, Q. L. , Cao, S. M. , Ba, L. L. , & Cheng, J. M. . (2008). 'Application of PDCA Cycle in the Performance Management System'. Wireless Communications, Networking and Mobile Computing, 2008. WiCOM '08. 4th International Conference on. IEEE.
- Li Kejian. (2019). 'Research on the role of Pdca work method in performance process control', Market Weekly Theory Edition.
- Cao, S. , & Du, Q. . (2008). 'To apply on pdca cycle in enterprises' performance management system', Value Engineering.
- Pietrzak, M. , & Paliszkiewicz, J. . (2015). 'Framework of Strategic Learning: PDCA Cycle', Managing Intellectual Capital and Innovation for Sustainable and Inclusive Society: Managing Intellectual Capital and Innovation; Proceedings of the MakeLearn and TIIM Joint International Conference 2015. ToKnowPress.
- Albert, E.T. (2019) 'AI in talent acquisition: a review of AI-applications used in recruitment and selection', Strategic HR review, 18(5), pp. 215–221. doi:10.1108/SHR-04-2019-0024.
- Burgess, A. (2018) 'AI in Action', In The Executive Guide to Artificial Intelligence, pp. 73-89, Palgrave Macmillan, Cham.
- CIPD.(2021) Technology and the future of work. Available at: <https://www.cipd.co.uk/knowledge/work/technology/emerging-future-work-factsheet> (Accessed: 6th January 2021).

- Huang Feiyu & Wang Jie. (2021). 'Research on the evolution process of intelligent organization "performance-learning-transformation" system', Journal of China University of Mining and Technology (Social Science Edition) (02), 128-136.
- Zhou Zhuohua, Zong Ping & Jiang Ting. (2020). 'Big Data and Artificial Intelligence Drive Human Resource Management Innovation Research', Contemporary Economics (10), 91-93.
- Wang Tianzi, Li Jinzhi & Yuan Baolong. (2019). 'Research on the Transformation of Performance Management Model in the Age of Artificial Intelligence', Fortune Today (06), 78-79.
- Deng Yujin.(2022) 'OKR: A Communication Tool and Best Management Practice',The Tiandi, (03): 34-36.
- Zhu Zhiyi.(2022) 'Optimization of Performance Appraisal Based on OKR - Taking A Company as an Example', Modern Marketing (Study Edition), (01): 157-159.Doi: 10.19932 / j.cnki.22- 1256 / F.2022.01.157.
- Xu Yunchao. (2019)'Application and Implementation of OkR Performance Management', Modern Marketing (Information Edition), (01): 209.
- Wang Pingping. (2018) 'From the perspective of OKR', Human Resources, (08): 44-45.
- Wang Jiaqi.(2018)' Application and Field of OkR Performance Management', Enterprise Reform and Management, (14): 56-57.DOI: 10.13768 / J.cnki.cn11-3793 / f. 2018.1859.
- Wang Yuli.(2018)'Okr Performance Management System Research - Taking Google as an Example',Tax, 2018 (01): 237.