

Performance Management

Information and tips on
managing performance in
your organisation

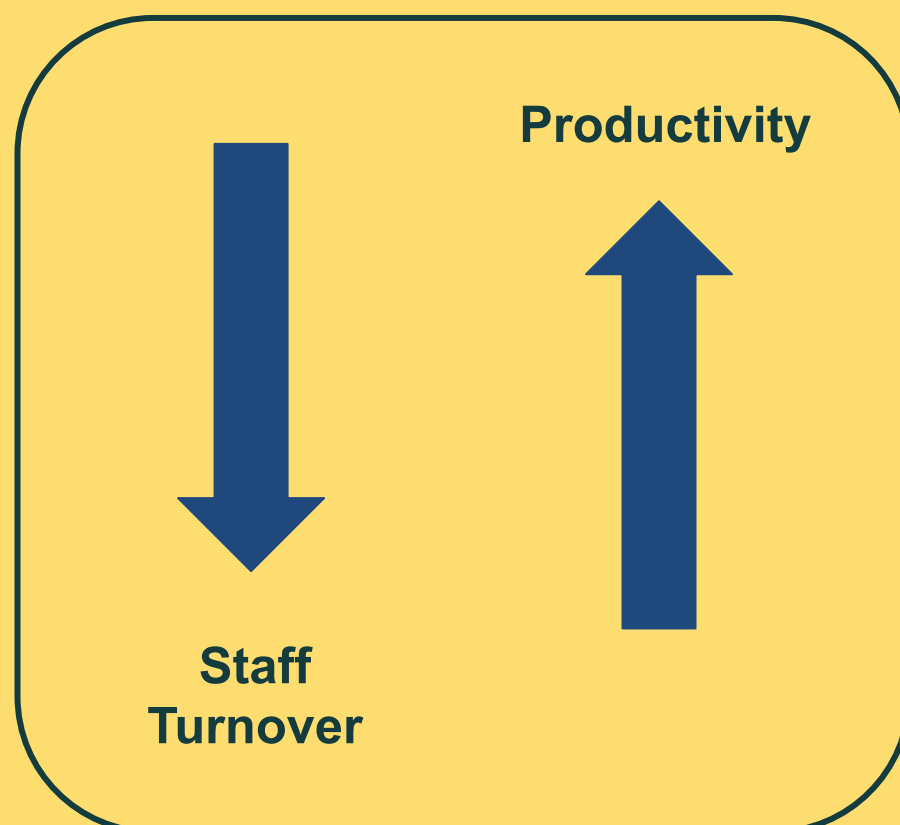
//////////////// The Performance Management Cycle



High Performance Work Systems //////////////////

HR practices/ policies which reinforce HPW through employee commitment and involvement:

- Recruitment and selection
- Investment in training and development
- Performance-based pay
- Internal promotion
- Team-based approaches
- Grievance systems
- Employee participation
- Communication/ Information sharing
- Performance appraisal
- Flexible working
- Job security
- Work-life balance
- Harmonisation of terms and conditions



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Continuous Feedback

Annual appraisals are becoming old fashioned and are being replaced with 'continuous feedback' and regular 'check ins'.

As feedback occurs more often, it becomes more natural for both manager and employee which helps develop a positive workplace relationship.

SMART Objectives

Specific
Measurable
Achievable
Realistic
Timely

Replacing Annual Appraisals

95% of employees are dissatisfied with their company's appraisal process. Make performance management part of your everyday role and you could see:

70%
increase
in
revenue

54%
boost in
customer
satisfaction
scores

72%
decrease
in
turnover

(Brandon Hall Group, 2015)

Review your performance management process in favour of continuous feedback and set SMART objectives for your team. The old Annual Appraisal only focuses on financial reward and holding employees accountable for past behavior, at the expense of improving current performance and grooming talent for the future, both of which are critical for long-term survival (HBV, 2016).

Want to learn more or get more details?

Get in touch:

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