

# Human Resource Management 2023

## Performance Management

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# Definition

- Employee performance management
- Procedure which employees are involved
- Achieving mission and goals of the agency
- Increasing capacity
- Rewarding
- Work planning
- Goal setting
- To monitor performance
- Performance review

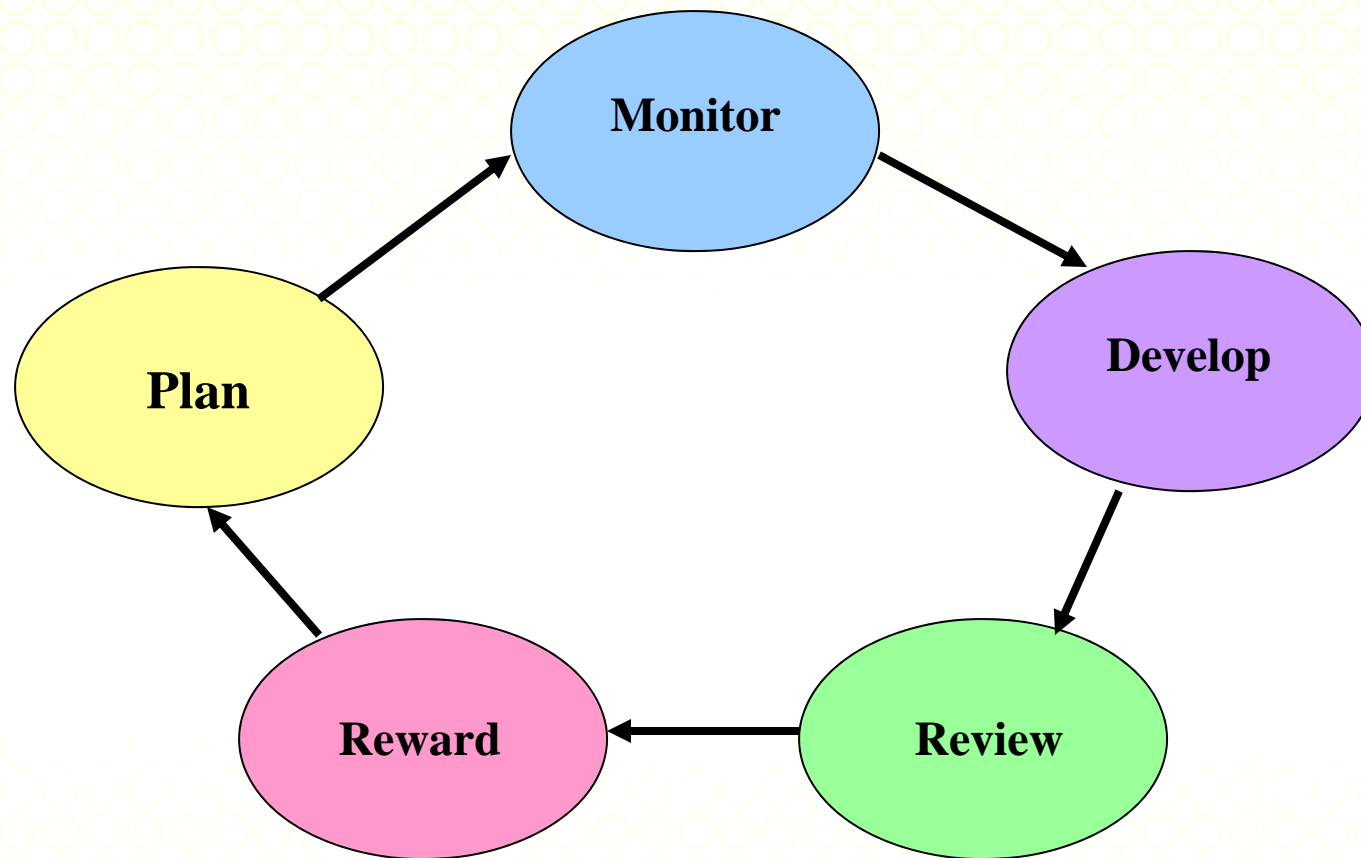
# Performance management system design

- What will be the objective?
  - What will be the series of the steps?
  - What performance will be evaluated?
  - What is the content of the form?
  - Will the form use a rating scheme?
  - What type of support system need to be included?
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# Managing people

- Accountability
  - Performance target setting and outcome/r review
  - Employee Development
  - Competence assessment and development
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# Stages of performance management



# Stage 1 – Individual Performance Planning

## Stage 1 – Planning

- **Work goals**
- **Competencies**
- **Learning**

# Performance planning

- How is what I do?
- What are my performance goals?
- How are my goals?

# Performance Planning

- results of the performance – the what–  
Performance products or standards – from job description
  - – Performance goals for the upcoming period
  - behavior of the performance – the how
  - – Proficiency, performance determinant, or manner expectations
  - Development goals
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# SMART

Specific

Measurable

Achievable

Realistic, and

Time-related

# Performance Management

- Develop coaching and training,
- Monitoring against standards and goals
  - Planning and performance
  - Feedback and coaching

# Performance Management

- Behaviors Competencies organizational culture
- Organizational goal
- Performance outcomes job standards

# What Is the Performance

- It is a formal process of assess
- employees behavior and competencies
- Evaluate performance result

# References

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