

PERFORMANCE MANAGEMENT



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PERFORMANCE MANAGEMENT

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UNIT: II

Measuring performance: Principles of measure-Classification of performance measure-Measurement scale system-Approaches to measure Organizational Performance-Information for measurement purpose.

UNIT: III

Methods for Performance Appraisal: Traditional and Modern methods- Managerial appraisal- Errors in Performance appraisal-Performance Appraisal assessment - Performance Review and feedback - Legal issues - Strategies to improve performance-Responsibilities in performance appraisal-Performance Audit.

UNIT: IV

Conceptual Approach to Performance Management: Need for Performance management in Indian organizations. Determinants of job performance: Person and system factors. Linkage between human resource strategy and organizational performance. Role of personality factors in job performance. Performance planning and role clarity. Key Performance Areas: Performance Targets - Components of effective Performance Management. Performance management cycles.

UNIT: V

Developing and Designing Performance Management Systems: Designing Performance Appraisal as a framework for Performance Management - A realistic model for Performance Management - Using PMS data for HR decisions and performance improvements - PMS and Appraisal practices in India and other Asian countries - Policy and strategy initiatives in improving HR performance.

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