

Employee performance in organizations

[Business](#), [Organization](#)



Performance evaluation, for organizations, has become the bases from which certain human resources or management decisions are made regarding an employee. Oftentimes, the greater use for this is the motivation and recognition of notable performances and as a means of obtaining a feedback regarding the achievement of the goals of the company. From personal observation, managers or supervisors are giving emphasis on the behavior of employees towards work and success in terms of the completion of tasks.

The behavior includes that of a positive attitude towards work, helpfulness in assisting other employees in work, and a healthy social relationship. In terms of work, the employee exhibits the quality of being able to complete task without control, dependability such that failure to meet work commitments is very low or is not present, and that the time and resources used are at the most efficient level that could be achieved. Managers are given the leeway to recognize behaviors such as these in relation to the needs of the individual.

In this case, it means a greater p of control over work to enhance the creativity of the individual and intrinsic rewards such as the recognition of efforts and the provision of recognition where people could hear and see it. As a result, the individual is given the chance to be placed above the rest. In the workplace, there is often a blurring of efforts especially in terms of quantity and quality. To be placed and picked as among the best performers is commensurate to being seen as among the best. Likewise, this leads to an increase in the performance of the employee and the boost in the morale.

For the rest of the employees, it serves as an example from which the capability of the organization to recognize and reward the efforts accordingly is shown. 1. Job Design and Reinforcement Theory: Hovey and Beard Company Upon a reading of the case, it is seen that the principles of job design and reinforcement theory is related to the performance problems at the Hovey and Beard Company. Job design is defined as the initial and subsequent actions of the management in creating jobs within the organization to accomplish certain tasks (Ivancevich, Konopaske, & Matteson, 2008).

Among its goals include assessing and enumerating the needs of the employees and the organization and the elimination of barriers within the workplace that impedes the fulfillment of these needs (Ivancevich, Konopaske, & Matteson, 2008). Putting this in the context of the performance problems stated in the case study, it is shown that the jobs of the painters are created scientifically that it forgot to incorporate the human aspect and there is a need to revise it. The management is given the leeway to incorporate elements that are intended for profit alone.

On the other hand, the reinforcement theory shows that actions that are given corresponding responses, whether negative or positive, are either increased or decreased. In the case, the management is encouraged to provide the workers with their needs as performance increased and the painters reciprocated the fulfillment of their needs with good performance. 2. Analysis Using the Performance Diagnosis Model Using the performance diagnosis model, the experience of the Hovey and Beard Company could be analyzed.

It is seen that both the painters and the management agrees that there is a problem and it is seen to stem from inadequate motivation. With the changes that are brought about by the technological changes, there are misunderstandings and unrealistic expectations that occur between the painter and the management. The painters expect that their working conditions are to be taken into account but this is not addressed initially.

References Ivancevich, J. , Konopaske, R. , & Matteson, M. (2008). Organizational behavior and management. New York: McGraw-Hill Irwin.