

# Course project

[Business, Management](#)



Project - Employee Performance development ABS is a company specialising in computer hardware which is suffering loss since one year. The organisation plans to improve the productivity of the employees primarily by assessing performance . The organisation can only succeed if it has potential employees and this needs proper assessment. The human resource department of the company has the core responsibility to improve the performance of the employees. The human resource manager will direct his department to assess the profile of employees and they need to observe the working pattern.

The problem Statement The employee performance need to be evaluated as the productivity of the employee is seen as a problem due conflicts, layoffs and violation of standards. First, there will be a strategic planning where the human resource department needs to make planning as to what they want to achieve and in what manner. There will be surveys with employees and management . With this human resource managers can acquire information about the working pattern and attitude of employees . Also the managers can give information regarding the employee performance strengths and weaknesses. Then analysis would be done and a performance appraisal and evaluation strategy would be formulated. In performance appraisal the training and development needs of the employees will be analysed and suitable training program will be implemented to increase productivity. As per ( Scullen 2) “ Developmental feedback on strengths and weaknesses would likely be more effective if it came on an ongoing basis, rather than in an annual or semi-annual performance appraisal”. Then the mission, goals and values will be instructed to the employee in training sessions. Later, the

performance of the employees will be studied to see the effectiveness of the training and development program. As per (People Stream) “ Performance Management is used to ensure that employees activities and outcomes are congruent with the organisations objectives and entails specifying those activities and outcomes that will result in the firm successfully implementing the strategy”. Thus the employee performance appraisal project will bring the company back to it standard.

#### Work Cited

People Stream, . " What is Employee Performance in Management."

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