

Management framework

[Business](#), [Management](#)



Mr.. Stonewalled previously stated he wants to provide first-class transportation to his customers. His goals are realistic for the first year with an anticipated \$50,000 in revenue, and 10% turnover. The success of the business's performance management will ensure there will not be any additional lost revenue, and turnover stays at, or under target. The goals set in place lay the foundation for the future of this company, and a clearly defined MAP will foster highly engaged employees and lead to continual revenue growth. It is imperative Mr.. Toneless employees have the necessary job skills to allow Landslide Limousine to achieve its goals and gain a positive reputation. A job analysis is "The process of obtaining information about jobs, including the tasks to be done on the jobs as well as the personal characteristics necessary to do the tasks" (ASCI, 2013, p. 690). Mr.. Southfield has elected Atwood and Allen Consulting to conduct the job analysis process to identify the skills his employees will need. The job analysis process, or in this case, processes, have been identified, but additional time is required to act out these processes. The first process is observation. The analyst simply observes a worker or group of workers doing a job. Without interfering, the analyst records... Team Reflection: Performance Management In week 4 Team "D" reviewed and discussed the following information and how it applies to Landslide Limousine. Alignment of the performance management framework to the organizational business strategy, organizational performance philosophy, the job analysis process completed identifying the skills needed by employees, methods used for measuring an employee's skills, process for addressing skill gaps, approach for delivering effective performance feedback.

Alignment of the performance management Aligning the structure of the performance management plan with the business strategy is a key element for its success. For Landslide Limousine Services, it was previously communicated that this strategy entailed providing first class transportation to its customers. Its prospective goals indicate a \$50,000.00 first year net revenue, a 5% net revenue increase over the first few years, and a turnover rate of approximately 10%. In order to achieve the realistic goals set and for the business understanding that employee loyalty will be an asset to the business is a good start.

This means developing a flexible framework that expresses the company's culture and shows management's commitment to developing a strong team of employees. Providing the right training opportunities is essential for meeting business objectives. Many companies just go through the motions of a performance management plan without fully evaluating the needs of the employees to develop their morale and commitment in return. In order to provide first class transportation to its customers, opportunity for development in this area with the proper guidance and encouragement will engage employees in the direction of the company's strategy.

Organizational performance philosophy Every business and its culture differ from one... Introduction Creating a performance management framework ensures that Clayton Commercial Construction will achieve its business venture goals. A critical tool for a company is its performance management. It gives the employees an opportunity to succeed and for the organization to prosper. Outlined are recommendations that we here at Atwood and Allen

consulting feel should be utilized to maximize the potential this company has.

For any business to be successful it is imperative that they implement a performance management framework. This structure must be effective for the company to meet its goals and ensure that internal decisions are made based on the work performance of its employees. The performance management framework aligns with the business strategy because the structure is created based on the goals and vision of the business.

Recommendations Clayton Commercial Constructions desire is to deliver quality top notch construction ND customer service.

A clear vision and realistic goals are needed to target areas of improvement. An effective performance management framework ensures consistency in reviews and brings the business success they are anticipating. It is recommended that Clayton Commercial promote growth by making sure that all employees are properly trained and feedback be analyzed from the employees and customers. The job analysis is an in-depth study of the position. It provides information for Job descriptions bib Analysis-Human Resources Management for Employers, 2011).