

Week performance management framework

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



In order to do this, I will need to look at the topics cited to define the companies overall performance management plan: I. Alignment of the performance management framework to the organizational business strategy. Performance reviews play an Important role In the overall objective of performance management. Performance reviews serve as a tool to help employees Improve their overall standards by helping them realize their full potential, and also provides information to employees and managers for decision-making.

Reviews provide reasons employees changed positions whether they needed more training or promotion, or needed to be let go. They provide feedback to employees, provide developmental needs, and help spot organizational problems. Using the management by objective (MOB) process establishes objectives that employees need to accomplish and sets agreeable standards by both employee and management. I suggest having Immediate supervisors, self-appraisals, and customer feedback to evaluate performance. The supervisors or direct managers are most familiar with the individual's performance. Self-appraisals give the employee the opportunity to rate themselves in regards to their Job performance. (Socio, 2013) It provides the opportunity to be Involved in the performance appraisal process. Customer feedback Is also very useful Input for employment decisions, such as promotion, transfer and training needs. (Socio, 2013) II. OrganizationalPhilosophyon Performance Landslide Limousine is committed to performance management system that rewards 1 OFF employees and their supervisors, promoting consistency with their reviews, and helps motivate employees to perform at their highest potential.

Supervisors, employees, and customers are a partnership that ensures performance planning, viewing, and development. It is designed to help individuals accomplish their goals and strive for excellence. III. Job Analysis In order to do a Job analysis, we must consider the skills necessary for employees by the utilization of Job titles. Individuals can understand what the important tasks of the Job are by analyzing the Job. The process should include describing the duties of the person responsible for the Job, the nature of the work and some qualification necessary for the position.

Defining the key duties of each position will benchmark jobs and be able to categorize them. Determining certain Job qualifications and skill sets for each position will help select the right candidates. Understanding the nature of the Job and what to expect in the position will outline performance standards. A job analysis should include doing an analysis of the type of tasks needed if hired. Determining qualifications for each position consider the experience, education, and ability. Creating a Job description will specify certain standards for a particular position. Read also delivering a briefing volume and rate

Identify critical skills and rate them. Determine if the skills are needed in the beginning or could evolve in time and develop Job descriptions and Job requirements based on your findings. IV. Methods used for measuring an employee's skills There are many ways to measure employee skills when it comes to performance reviews. The one mainly used in the United States is management by objective. It "relies on goal setting to establish objectives for the organization as a whole, for each department, for each manager

within each department, and for each employee. (Socio, 2013) Employees and management should meet to go over the objectives and agree on them in a timeshare as to when to accomplish the task. Being specific allows objectives to be measured in an attainable way. After they are agreed upon, come up with a timeshare to review them. When going over the objectives, plan how and when the objectives will be carried out. V. Process for addressing skill gaps Conducting the skills gaps analysis will help identify specific skill needs to complete a task and then compares it to the current level requirements.

This begins by doing skills assessment to determine the skills needed for a particular Job category. Use the skills assessment as a map for benchmarking Job skills. Develop a plan for training employees to the specific skills needed. Create an inventory list to list skills and knowledge needed to perform each role. After a skills gap analysis, skills are assessed, and training is then determined if necessary. Go over the skills that need to " use training professionals to work with personnel to create a plan to remedy the situation. (Hearst Newspaper, 2014) VI. Approach for delivering effective performance feedback For delivering effective performance feedback, I suggest the multi-rater or 360- agree feedback. It uses observations from different perspectives of the person in different roles. (Socio, 2013) Having an immediate supervisor, co-workers, and even customers rate an employee can reinforce feedback from their performance. It helps with discrepancies with self-evaluations and the feedback from others. 360-degree feedback allows each to understand how his effectiveness as an employee, coworker, or staff member is viewed by others. " (Hatfield, 2014) It provides knowledge

to skills needed in an organization and provides an individual input from different sources. Using 360-degree feedback helps individuals identify strengths and weaknesses and become more effective. In conclusion, this performance management framework outlines the different aspects needed in reviewing standards with actual performance.

By looking at the different topics, I can define performance management strategy that is relevant to Bradley company business strategy. As a start-up limousine business, we need to minimize employee turnover rate and maximize employee performance. Lining up a performance management plan is crucial for improving business processes and maximizing employee potential. We need to look at the most cost-efficient ways to handle performance management.