

Example of global international performance management term paper

[Business](#), [Company](#)



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The philosophy of management which focuses to understand / implement the preset goals and targets to improve the individual and the corporate performance of the company is called global performance management. The concept of performance management has a direct focus on the individual performance in a company and is centered on performance appraisal. The actions of global performance management are more towards the strategic human resource management and analyzing the company as a whole. According to Scullion, Collings, and Gunnigle (309-319) the performance appraisals identifies the individual's strengths and weaknesses. It evaluates the training needed, plans the future development and provides sufficient rewards and feedbacks to motivate the staff. The international performance appraisals are regarded as strategic processes to improve the global operations.

PERFORMANCE MANAGEMENT AND APPRAISALS

The operations of any company cannot be considered to be uniform across the globe. Environmental contingencies such as distances, entry modes and the role of the subsidiaries may be the reason for lack of uniformity. The business strategies of any organization are aimed at achieving the desired organizational goals. Performance appraisal is one of the most important functions of the Human Resource Management. This is because the appraisal technique is the most motivating for the employees to perform more in order to achieve the desired results. Appraisal technique is the best way to boost an employee to work hard and achieve the targets which are required for the company to achieve (Sparrow, 845-867).

INTERNATIONAL HUMAN RESOURCE MANAGEMENT

The human resource management is a vast field. It involves recruitment, selection, training and development, performance appraisal, compensation, labor relations etc. all the aforesaid mentioned play a vital role in selecting the right human force required to be hired to gain optimal results. Efficient workforce ensures optimum results. The human resource management of the international functions involves the hiring of the managers who are aware of the cultural requirement of that particular area. The companies with diverse business strategies and a global environment require the need for a strategic Human Resource Management. The need for managing the human resource strategically has become a necessity. The human resource strategy must align itself with the business strategies of the company. Any global enterprise has to face immense pressure in integrating the local staff to the

goals that of the parent company. This needs proper performance evaluation and the managing of the staff according to the challenges which arise. The performance appraisal plans to be implemented are based on the model plans set by the manager. This is to establish a clear criterion for achieving the desired goals and the objectives of the management (Brewster and Suutari, 5-21). The interaction and inter relationship between different concepts and approaches in this regard are shown in the image below:

(Dowling, Festing, and Engle, 2)

The human resource of a company is the most valued assets of a company. All the operations of the company revolve around the workers and the efficiency associated around them. Human Resource Management has evolved from the personnel management. The policies should be employee focused in order for the employees to understand the importance of achieving the aims and the goals of the company (Sparrow, 845-867).

The global performance management with respect to the international human resource function aims at maximizing the workforce satisfaction in a diversified environment. This is because the management of the multi national company with operations spread all around the globe requires the proper deliverance of the ideology of the company's functions. The diversified workforce of a company needs to be managed in accordance with the company's objective to achieve the desired results. Companies with global operations usually diversify its workforce. The emphasis of such a management requires personnel with the qualities of an expatriate to deliver the value of the company to the newly assigned workforce (Brewster and

Suutari, 5-21). A model of IHRM is presented in the image below:

(Dowling, Festing, and Engle, 3)

PERFORMANCE MANAGEMENT IN LINE WITH AN ORGANIZATION

The main aim of the performance management function of a company is to ensure that the employees working in the company are focusing towards the goals of the company and that the workforce is striving to attain those objectives in the most effective and efficient manner. The performance management revolves around a few basic functions of ensuring that the company is achieving the desired financial goals which can be gained by achieving the desired financial targets by growing sales and by aligning the goals of the company directly to the plan of action. These goals can only be attained by a motivated workforce. To motivate the workforce the company must have the plans for the financial appraisals of the employees and the professional development of the employees accordingly. The management control must be of such a nature that it can align the goal of the company and that of the employees in the same line. Performance appraisal is the method of documenting the performance of an individual and delivering the feedback to the employees accordingly (Brewster and Suutari, 5-21).

For any organization the performance management function of the company is very important. The company must keep itself aligned with the employees through the collaboration of the managers. The best communication channel for an organization to communicate with its staff is by the managers. The managers have the sole objective of aligning the goals of the organization directly to the employees. A company can motivate its employees by

managing the staff in doing the particular task aligned. The performance appraisal method is amongst the many methods the application of which can motivate the staff. It is the best technique to align the staff of the company with the goals of the organization (Sparrow, 845-867).

PERFORMANCE APPRAISALS

For any company which has its functions spread around the globe. It is very important that the company can deliver its ideas to the respective staff accordingly. The management must send a manager with the similar objectives to the diversified area and must be of the view that the new manager appointed will adapt to the cultural views of the new area. After adapting to the cultural values the manager will make the employees identify the goals of the parent company. The manager will play the role of an expatriate and will see to it that the goals of the company are delivered in accordance to the employees of the company. If the staff is equipped with the value of the company and is looking forward at the company's goals as one of its own then it is certain that the objective of the company will be easily attainable. Any staff can be motivated by the performance appraisal. Any company which has a motivated workforce can attain the targets or can gain the results very easily (Brewster and Suutari, 5-21).

It is essential for a company to have an effective global performance appraisal. It is the surety that the corporate strategy is being applied efficiently and effectively. The performance appraisal program is the surety that the staff is motivated and is competing with one another to achieve the company goals. This is the efficiency of the manager that has enabled the

new staff and has aligned them with the goals of the company to acquire the desired results (Sparrow, 845-867).

CONCLUSION

The company must be of the view that it does not show biasness in awarding the staff with the appropriate rewards. The removes the chances of the staff being de-motivated and ensure that the assessment has been done in an honest way. On the other hand this is a critical management tools which enhances the performance of the staff. The management can communicate with the staff through the managers assigned. The company strategy must be developed and implemented according to the company strategy. The performance evaluation methods have been of core importance for the managers. The implementation of these methods is the prime objective of the management to ensure that the individuals are aligned and are in accordance with the goals of the company.

Any company which has its functions spread around the globe can ensure that the company needs a proper performance management system to ensure that the company may gain all the goals which it wishes to acquire. The goal of the organization is to attain maximum goals and make the company the most profitable. Proper plans must be made to identify the targets which the company wishes to achieve. The performance management of the organization must have goals which are aligned with the employee's performance appraisal methods. To ensure the evaluation of the immediate managers alone the company can form ways of analyzing and assessing their performances.

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