

# Sample essay on performance assessment implementation challenges

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



## **Introduction**

In relation to the structure of this organization, a performance assessment method is advisable to be used. The performance assessment method needs well-thought-out ideas and proper planning so that everything can be done perfectly. Efficient communication should be ensured especially among those carrying out the performance assessment course within the business. Good communication goes along way into maintaining an orderly assessment manner and helps employees into agreeing to the whole process but there exists various challenges that arise especially in the process of implementation of the outcomes in the business. But despite all these problems, we have many more advantages that can come out of this process of implementation of these methods (Schultz & Schultz, 2010).

## **Communication**

It is very crucial to ensure proper communication is in place before any performance management systems can be implemented. By this, proper decision making should be done on the areas where the grey game theory is used. This process involves all the parties involved with the running of the performance of this organization mainly on matters to do with the shareholders, managers, employees of the company not forgetting the clients and partners involved. The process of communication goes a long way into ensuring the affected groups clearly understands the whole process of performance management. The benefits of this whole system should be clearly clarified to the shareholders giving them relevant information regarding the system. All shareholders and other relevant investors should

be informed of all the processes happening within the organization that they put their funds into. This boosts their confidence with the management of the organization and helps improve its growth (Schultz & Schultz, 2010). Proper communication between the managers of a company is very crucial since it helps bring understanding in the case where some managers may not approve of the use of a system that helps manage the performance of an employee. The benefits of this process should be explained to them so as to change their opinion on the process and embrace it. It is the employees who are important at this time when a performance management system is to be implemented and their cooperation helps a lot. The employees ought to be made aware of the process and its importance in helping to improve the performance of the employees. With good communication process in place it is possible to unite the different factions of the organization and improve their cooperation and thus ensure successful implementation of the performance management system (Schultz & Schultz, 2005).

## **Career Development**

Performance Evaluation systems are very important in the improvement of an employee's work-life relationship and helps in the development of careers to many employees within a work place. The use of performance evaluation systems helps employees plan and manage well their career experiences and thus enhance their flexibility. Career development also helps employees into assisting and helping their family members. They get the opportunity to apply for paid leaves and will be allowed back into the job without being charged any penalty by their superiors. By applying these we are aiming to

bring a strong relationship between work and family and this will help in boosting the employee confidence with his employer and thus increase productivity. It is therefore important that the performance improvement method being used should be family friendly by demonstrating the value of investing in family.

## **Common problems**

While implementing a performance management system, certain problems come up that are of different natures. Some may be due to mistakes by the employees while others may be as a result of some technical problems. An organization must develop ways in which to deal with such challenges in case they arise. The challenges may include the following

### **Lack of proper cooperation**

This is a very important factor that should be considered while implementing a performance management system to ensure its smooth operation. It is important that there is proper cooperation among employees and their managers to ensure the whole process works successfully. Employees may be uncooperative at times if feel the process to be undermining their abilities to work well for the organization. It is crucial to ensure proper cooperation among the workforce to ensure smooth implementation of these processes due to their importance.

### **Lack of enough capital**

Implementation of a performance management system is a very hectic process and requires huge amount of capital before it can be laid down. The

organization may lack the necessary funds to start this project but this challenge can be avoided through good planning before the process is carried out. (Schultz & Schultz, 2010).

### **Some systems cannot be implemented successfully**

The process of implementation of some systems may not be practical at times and may not be successful over time. This problem is a major undoing but can easily be evaded by carrying out pilot studies on the systems to find out their viability before they could be implemented (Schultz & Schultz, 2005).

### **How to improve productivity from the results of the assessment**

The benefits of implementing performance management systems are numerous and can be improved in different ways such as;

Improving on the weak points

After performing an assessment on the organization to find out its performance, it is important that non-performing areas be identified so that improvements should be done to them. Better ways of identifying these malfunctioning should be used to remove all points of weaknesses. To be able to achieve this, new strategies will have to be developed to aid in the improvement of the performance of these systems and getting rid of the systems that cannot be improved.

### **Improving on the strong points**

Motivation

In today's business world, new firms aim at the optimization of profits and

not maximization of profits. This means that a business should not only be profit oriented but should have a unique objective, which increases profits, as well as, meets what the consumer wants. In countries such as Australia, USA, and Canada, this approach is considered to be a standard for performance or else the companies can get into worrying situations (Rahim, 2013). On the side of the market, many consumers would be reluctant to do business with companies that show no social responsibility irrespective of their competitive advantage over other market players. Legal

### Responsibilities

The modern societies have laid down laws, policies, rules, and regulations that companies need to obey and follow. These legal social responsibilities describe what the society believes to be important in value to a suitable commercial conduct or business behavior (Rahim, 2013). Local municipality councils, state representative officers, and the central governing agency enforce these legal obligations in the economy. All corporate firms are required to achieve their planned economic goals and objectives within the legal structure. In the event that a firm may poorly participate in this responsibility, then the firm will be breaking the laws that are set and may face stringent legalities. Example of a company that does not obey this principle is that firm which deliberately produces goods that are inferior and faulty. Ethical Responsibilities

In business, ethical responsibilities include actions and activities that are certainly not systemized in the law, and do not directly serve the company's economic needs. The moral incentives that guide the business are associated to doing the right things and prevent any harm without any

external force or legal restraints (Rahim, 2013). Every organization should have the responsibility of taking part in society in a cooperative manner. Business people recognize their self-presence in the society based on the fact that, business and societies go hand in hand (Büchner, 2012). Business cannot progress without society and society cannot move ahead without business. Hence, every company must realize the presence of the society, which will in turn be important in increasing demand for amorally responsible business. For being ethical, organizations need to have good decision makers who perform their duties with justice, equality, fairness, neutrality, and value the rights of other people (Ali, 2012). Ethical behavior requires the organization to treat individuals with fairness in their dealings relevant to the goals and objectives of the organization. Immoral and unethical actions take place when a decision leads a person or firm to benefit at the cost of another person or the society as one (Maltz, 2011).

Ethical duties comprise of several actions that are discouraged by the society and are not stated by law. This shows the standards and the criterion used that bring out the concern for the customers, employees and the stakeholders within the society. Therefore, ethical responsibility should be performed in a manner that is consistent with the ethical standards and the expectation of the societal customs and values. It is also important to accept and acknowledge the new, dynamic and developing ethical norms and values that have been adopted in our society today (Maltz, 2011). However, companies should not in any way use the ethical norms to achieve their own goals. Ethical standards should not be negotiated or compromised in any way for the achievement of corporate goals. Discretionary Responsibilities

In the long run, companies and business people who make huge sums of money in a fairly short period should be aware of social and environmental stability, which are vital for having a sustained market. Every business should know the reality that the increase in poverty leads to social and political instability in the economy that can be damaging to the economy (Rahim, 2013). It emphasizes the fact that businesses and markets expect the betterment and welfare of the society. This strategy helps to reduce social pressures. This responsibility is taken over by companies who willingly desire to make social contributions to the society, which are not instructed and are beyond the economic, legal or ethical concerns (Corbett, 2013). The activities involved in this matter include substantial and generous humanitarian aid and support that requires no returns to the company. The discretionary responsibility is the uppermost in the principles of corporate social responsibility (CSR) since it goes outside the expectation boundary for the welfare of the entire society.

## **Conclusion**

Communication is a very important factor especially in the process of implementation of a performance management system. This is because the system is important to both the shareholders and the management of the business. Several challenges come about during the process of implementation of these systems but these problems should be avoided by ensuring better planning of the processes of implementation. From these results we can easily gauge the performance of an organization and make improvements where necessary (Schultz & Schultz, 2010).



## References

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