

# Module 3 td-hrm 401 - recruitment

Business



## Contemporary Performance Management Techniques and Affiliation

Contemporary Performance Management Techniques Management styles have evolved over the years. There is need for managers to evaluate and determine the performance of the staff. Effective performance management entails understanding goals and shaping individuals towards achieving these goals. Each activity should be in line with values and core principles.

Contemporary performance management entails managers to design models that will evaluate and assess performance hence suggesting action plans. It is important to apply various models of performance management as a means of utilizing the available labor resources to produce the desired output. Human resource management entails welfare of staff and performance hence through this evaluations will an organization realize its long-term goals.

A human resource manager should be able to account for all the employees of a given organization. Plans should be based on performance of each individual. The organization may choose performance appraisal model to determine future cause of action. Each staff is given a target to achieve and when evaluating the actual output is compared to the target given hence giving the management the opportunity to recommend positively or recommendation for improvement. The performance appraisals will eventually improve individual performance since each staff will be aiming for a reward hence performing above the set standards (Dransfield, 2000). The manager may use the Balanced Scorecard approach in his or her attempt to measure and improve individual performance. The approach links the employee directly to the output of the organization. The improvement of each employee will reflect on the overall performance of the company. The <https://assignbuster.com/module-3-td-hrm-401-recruitment/>

human resource will be compelled in designing formulas that will enhance individual performance and at the same time maximize on the potential of each individual. The contemporary performance management is aimed at maximizing employees input and hence maximizing on the organizational performance.

#### Reference

Dransfield, R.(2000). Human Resource Management. Oxford: Heinemann