

# Developmental purpose

[Technology](#), [Development](#)



Evaluation is done through performance appraisal that helps to promote employees by assessing their performance and is used for the following purposes. 1. Administrative purpose - by providing information for documentation, promotion, lay-offs and to determine salary. 2. Developmental purpose - performance appraisal helps to diagnose training needs and in career planning. In order to achieve the goals set by the supervisor, the subordinate has to follow the instructions and complete the task within the time period that is already defined to him and this process is called management by objective.

The aim of this process is to achieve a set of goals that are clear, specific and reachable, and to empower the employees to achieve the desired results by setting their behavior accordingly and the employees are notified about the performance analysis that is being done. Other sources of performance appraisal are the following. 1. Managers and Supervisors- they can give their views as they observe the employees. 2. Internal and External Customers 3.

#### 360-Degree Appraisal

4. Performance Appraisal Interview

A problem that arises in every organization is conflict, therefore, managing the conflict is a must and the leaders must manage the conflicts well by opting for conflict resolution i. e. the incorporation of diverse processes that assist in eradicating the basis of conflict and these processes include the following. 1. Negotiation 2. Mediation 3. Diplomacy 4. Dispute resolution 5. Alternative dispute resolution

When the change is being brought to the organization, the leaders have to create a learning environment but before that the culture of the organization has to be considered i. e. the culture should be such that it should be

accepted by all the employees and the two types of challenges faced by the organization in this regard are that when a new employee joins an organization, he must adapt to the culture well and the second is that it should create shared beliefs and a collective learning process.

Resistance to change is a must but due to this, Apple must not stop progressing. Therefore, the best way should be used to implement the change. Kurt Lewin has given another process to manage change and this includes three stages. He says that when the change has to be applied, the management must first spread rumors about it because when the rumors would be spread, the employees will rebel, make their comments and deny the change. Once the employees are over with it, the change must be implemented and after this the management must freeze the change that is implemented.