

Discussion

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



Management and ification of Employees Employees’ perform beneficial tasks in organization. They are tasked with the processing, production, and delivery to the organization’s group of clients. Essentially, evaluation of employees ensures that an organization applauds those that have undertaken performances competently to acquire the set goals (Mathis and Jackson 8-2). The list prescribed to be the best in the organization entails the top five employees who succeeded in the field of delivering utmost values to the clientele.

The implemented surveys and the performance appraisal and management approaches documented in the organization’s plan deciphered a knowledgeable approach towards the process. In the event of establishing customer satisfaction, the employees seemed accurate in delivering their obligations towards the clientele groups (8-6). The mode of efficiency, cross-cultural teamwork, and value-added approaches inscribed through training was serviceable as their practices matched the strategies of the organization. The group seemed to have the ability to gain new orientations, which when applied led to value propositions and customer satisfaction (9-12). The evaluation process and the performance appraisal plans undertaken on a quarterly and annual basis deciphered knowledge that the group was devoted to deliver their tasks in exchange of the set goals and objectives. Eventually, the employees deserved the top five rankings due to their unified approaches in performances. They revealed a level of aggression towards the implementation of sound decisions. The group gained the ability to respond to customer needs through researches with an aim of acquiring innovative alternatives. Customers revealed their satisfaction in the acquired

services through the collected reviews (10-13). Lastly, the appraisal revealed that the top five personnel bore the desired experience and knowledge in their specific careers thus; they had the ability to react towards any challenges, monitor the customer segments, and implement the acquired skill gained in the training for the organization's benefit.

Work cited

Mathis, Robert, L., and Jackson, John, H. Training Human resources, Talent Management, and Performance Management and Appraisal. Human Resource Management (13th edition). Cengage Learning, 2011 print.