

Analysis

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



Case Analysis: Performance Improvement Recommendations Performance evaluation provides an effective appraisal of the accomplishment of the employees of the organization's goals. Since it was apparently noted that the organization's human resources don't seem to be effective employees, there are ways that management should do to improve performance, to wit:

1. Design and implement motivational programs and incentive schemes.

According to

Martires (2004), a very significant factor in the efficient performance and retention of workers is their motivation. Management should be aware of and recognize the employees' motives in order to guide, lead and direct them properly. Therefore, the performance of employees could be improved by setting clear objectives and standards and enjoining the employees to achieve these goals effectively. Those employees who are able to achieve defined goals in the most efficient manner should be acknowledged and rewarded through monetary benefits (bonuses) or opportunities for promotions.

2. Provide a Code of Employee Discipline that contains appropriate sanctions for persistent

low performance. When employees perform below par, a code of discipline should enumerate sanctions ranging from providing reminders, warnings, suspension and firing, as needed. In as much as rewards are necessary for exemplary performance; punishments and sanctions are also needed for employees who consistently perform below par.

3. Give training and development. By providing opportunities for human resources

development through training, competencies would be upgraded and expertise would be gained.

As employees increase knowledge, skills and abilities, performance will likewise improve.

Work Cited

Martires. Concepcion. Human Resources Management: Principles and Practices. National Bookstore. 2004. Print.