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Introduction

Performance evaluation is very important aspect of strategic human resource management in contemporary corporate management. Setting targets and assigning functions to staff in an organization without proper machinery in place to assess how these assigned tasks are executed will lead to a gap in effective management control and the unified effort at meeting the organization's objectives and long term goals.

Importance of performance evaluation

Performance evaluation is very germane in organization; because when staff are properly evaluated there will be a good reward system for giving back to high productivity workers. Also, this tends to stand as a means of motivation for the workers. Thus, this helps the organization in its promotional scheme. In addition, the management of the organization will know where to give more priority to in terms of the need for training. When implementing such change in the organization it is pertinent to carry all members along and this will give them sense of belonging and be motivated in fulfilling their required obligations (Cipolla, 1996). Performance evaluation also helps the organization to punish laziness and reward diligence. Some workers who are very hardworking and productive may be discouraged and flow the bandwagon of lazy workers when they feel their laziness is not be punished. Hence, that is the need why change should be introduced in the organization's performance appraisal system.

Recommendations on training to address performance evaluation gap in the organization

For performance evaluation to be effective, the human resource department should encourage what is termed as management by objective (MBO). When implementing MBO in an organization, all staff members usually take part in setting objectives which specific tasks are assigned to team members, and the achievement of such target makes workers fulfilled and have a sense of achievement. The cooperation level to attain task will be high and the team spirit will be very strong. The recognition of members to partake in setting objective for the organization give everyone a sense of responsibility o attain those targets and objectives that are set. Hence, performance appraisal would be difficult to carryout. Since member set the targets and objectives for themselves, they tend to know when they have achieved or failed to achieve any of these tasks.

The proper performance appraisal conducted by organizations would go a long way to help them in directing synergy towards meeting effective organization goals and objectives. When workers are not appraised and their performance not evaluated, they tend to work at cross purposes. The Human resource department should be able to draw out the performance evaluation plans and explicitly communicate this to every member of the organization. This is likely to lead to formation of bonding between the organization and its workers and enhance their performance skills on the job (Farrazzi&Gatti 2007). Furthermore, it is expedient that the organization's training program should have direct access in studying those areas where the performance appraisal shows weaknesses in staff. Hence, an alignment between the

organization's objectives and goals should be directed in meeting this observed performance gap (Wilson 1999, p. 27). Hence, the organization's human resources development and training will enable the growth of the organization and improvement in productivity when a good performance evaluation scheme is operated.

When communicating the new plan of performance evaluation to members of the organization, it is best that human resource department call a meeting of all members and communicate to them in an explicit manner what pattern the performance appraisal would take. Also, each departments or units of the organization should have performance scorecards tied to core functions that are specific to their job specifications. Hence, the line managers of these department should further remain those workers under them on interval basis to about those task s they need to performance and that would be assessed.

References

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