

# Preformance managemant

Business



Performance Management Performance management is one of the most integral systematic procedures within an organization. The need of performance management is much needed in the fast paced business operations. The fact remains that there are many barriers that are noted in the effective implementation of performance management. This paper aims to assess the reasons behind resistance from managers towards implication of performance management. Furthermore, skills and competencies that are needed to be attained by a manager will also be discussed in this paper.

Among various reasons for which managers resist performance management includes generalization. For instance, there are assumptions that managers might undertake when taking evaluation of an employee. Sometimes, the responses from an employee may not be reflective of the potential and skills that he possesses. Thus, at this point, it is expected that the manager would assume faulty quotes for the employee's service within the organization. At some point, the main essence of performance appraisal or management may not be fulfilled because the manager may be biased or have an opinion which is built before the appraisal process (Cardy and Leonard).

As per research, another reason which has been noted to affect managers is the psychological underpinning of performance management. At some point, managers may feel that they are insecure about their own positions because performance management requires a lot of evaluation and understanding. It should be noted that managers feel burdened with the strategic planning of needed for performance management within an organization (Cardy and Leonard).

Finally, the most important reason behind resistance of managers towards performance management is the fact that they would have to set targets for <https://assignbuster.com/preformance-managemant/>

their subordinates. As a result, it is expected that some of the subordinates would show resentment towards the managers. Therefore, an air of miscommunication arises that does not make the team and manager feel confident or communicative about each other (Cardy and Leonard). Other than this, it is noted that managers would focus on day to day achievements of the individuals. But it is ineffective because managers should look at employees as team members. It is due to this reason that they stay motivated and communicative within an organization. Secondly, managers believe that all employees are similar which only false assumptions are. Managers need to understand that all employees have different responsibilities and skills. Thirdly, managers often overlook their goals and designations when they take out a cumulative analysis (Cardy and Leonard).

From the above reasons, it comes to understanding that the challenge for the overall management process for performance is the misunderstanding concerning criterion of performance management. There should be a clear ground for both employees and managers on which all of them can work. In order to effectively form performance management, it is expected that the employees are able to solve criterion related questions. The manager needs to be highly communicative. I believe being communicative in nature is much needed for a manager because everyone is linked to professional goals. If a manager will be communicative then it will help employees to gain enough information regarding the performance that is expected of them.

#### Works Cited

Cardy, R and B. Leonard. Performance Management: Concepts, Skills, and Exercises. New York: M. E. Sharpe, 2011. Print.

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