

Siemens: Building a Structure to Drive Performance and Responsibility (A)



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SIEMENS

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Creating a high performance
culture



Introduction

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The culture of an organisation develops over time. It is created by the people that work for the organisation its managers and workforce. What the organisation stands for (its values) and the dreams that it seeks to turn into reality (its vision) are fundamental in creating a dynamic culture.

Provide good career opportunities for employees

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development is all about helping people to fulfil themselves at work. Development is concerned with encouraging employees to identify ways in which they want to improve their careers and other aspects of their working lives. For example, they may want to attend training courses, they may want to do more interesting work, or they may simply want to have a better work/life balance.

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**Systems Provide
Development
Opportunities**

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Siemens' operations are based on a teamwork culture. Siemens wants all of its employees to be truly involved in the business and to feel part of its success. Employees therefore need to know how they fit into the business. With this in mind Siemens establishes clear expectations.

Appraisal System

A performance appraisal system allows an employee to periodically receive feedback regarding his performance as well as his goals and objectives. An employee wants to know how he matches up to the goals that have been set by the company. A performance appraisal will provide this information by being as objective as possible. The best way to do this is using some type of measurement. If an employee is expected to close five sales per day and someone is only closing two sales per day, then the performance appraisal should outline this information. The employee should be told about the variance and then management or the immediate supervisor should provide feedback. The feedback should give the employee some insight about what is causing the variance and how it can be corrected.

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Siemens Approach to People Management

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Approach leading to a more satisfied to oneself and effective to the company. Based on the system of SIEMENS is using, manager and employees are openness in an collaborative leadership area. Team work are well performed in SIEMENS. Hereby, it lead to the team effectiveness in the company. Sharing opinion to other make a better result of a company. Competition makes greater effort to archive common goal.

Watching :
Together with
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