



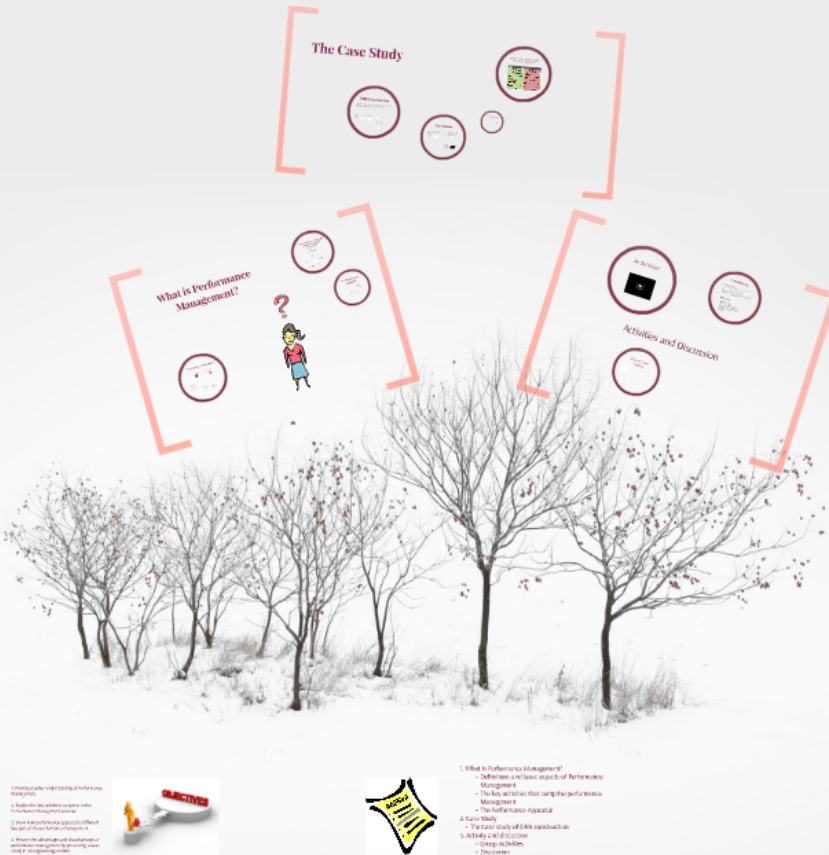
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# How can Performance Management be effectively applied to Professional Engineers?

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Any Questions?



## References

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## 1. What is Performance Management?

- Definitions and basic aspects of Performance Management
- The key activities that comprise performance Management
- The Performance Appraisal

## 2. Case Study

- The Case study of DHR construction

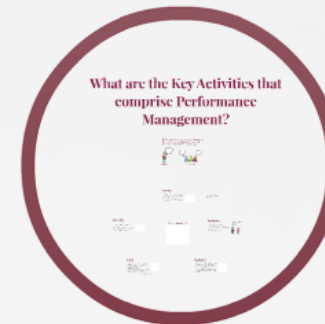
## 3. Activity and discussion

- Group Activities
- Discussion
- Questions

1. Provide a better understanding of Performance Management
2. Explain the key activities comprise in the Performance Management process
3. Show how performance appraisal is different but part of the performance management
4. Present the advantages and disadvantages of performance management by presenting a case study in an engineering context



# What is Performance Management?



# Performance Management

"Performance Management is a continuous process of identifying, measuring, and developing the performance of individuals and teams, through genuine feedback, mentoring, and training, and ensuring alignment of every single job in the organization with the strategic goals of the organization."

Schermerhorn et al. 2015



"Performance management is the process of identifying, measuring, managing, and developing the performance of the human resources in an organization."

Basell & Herlein 2010



Basically, **Performance Management** is trying to figure out how well employees perform and then to improve that performance level



In the end, the purpose of Performance Management is to focus and motivate high performance in both employees and within the organization



**Why is Performance Management important for organizations?**  
 From business perspective, leaders that implement clear goals, align their employees and increase productivity, if companies want to increase productivity with good results, they should implement an effective performance management system.



**Typical Outcomes of Effective Performance Management**

- Communication improves
- Everyone knows the rules
- Frequent communication reduces stress
- Development of skills and knowledge
- Appraisals become relevant for everyone



"**Performance Management** is a continuous process of **identifying, measuring**, and **developing the performance** of individuals and teams, through genuine feedback, mentoring and training, and ensuring alignment of every single job in the organization with the strategic goals of the organisation."

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"Performance management is the process of identifying, measuring, managing, and developing the performance of the human resources in an organization."

Lussier & Hendon 2013

