

Emerging Trends in Performance Management

Duration: 3 days

Dates : October 10-12, 2018

Programme Director: Prof. Subir Verma

Fees : Rs. 24,000 (Non-Residential)*

: Rs. 40,000 (Residential)*

Plus GST @18%

Introduction: In the current business scenario Performance Management System (PMS) has become imperative and considered as the most crucial component in organizations. Performance management is one of the integrated approach to delivering sustained success to organizations by increasing the workforce performance by developing the capabilities of groups and individual. Organizations' always try to maintain the culture of setting clear expectations for organizational performance and performance measures help organization to align daily activities to strategic objectives. Key performance indicator (KPI) has become a significant component to measure the person's performance. Good KPIs are specific, measurable, aligned to the organizational vision, and provide the impetus to shape strategies and plans.

Objectives:

This training program provides a comprehensive and focused understanding of performance management system. And the program also equips managers with knowledge and skills essential to the development process of Key Result Areas (KRAs) and Key Performance Indicators (KPIs). The approach is one of skill development - as participants are encouraged to try themselves, different techniques of SMART goal setting related to KPI and KRAs, in order to facilitate knowledge transfer in the actual work setting. Moreover, this programme also focus on various types of performance management systems such as performance based, competency based and value based system.

Content:

- Understanding Performance Management System
- To develop SMART goals, KPIs and KRAs
- To develop various performance matrices
- To design effective performance management systems, matching with organizational requirements
- Performance Reporting System
- Performance appraisal: objectives, dilemmas and issues
- Performance feedback and counselling

Who May Attend:

The program is designed to appeal to middle to senior level professionals. It will be useful to entrepreneurs and managers in sales, marketing, and human relations functions in public and private sector. All those who are in people and relationship management within or outside the organization will benefit most from the program.