

Final Paper

Subject : Talent Management

Lecturer : Sir Azmat Ali Shah

Name : Waleed Khan

ID : 13792

QUESTION - 1

Performance management:

It is an ongoing process of communication between a supervisor and an employee that occurs throughout the year, in support of accomplishing the objectives of the organization.

Drive up results: We often refer for drive up results. When a leader has the ability to drive hard for results and at the same time inspire high effort and performance, they are likely to achieve the results.

Build Capability: Performance management builds alignment, creating the right mind set and promoting the capabilities.

Come up Consequences: The work of performance management is to differentiate performers and make performance assessment that can be used to make rewards decisions involving Compensation, work, Planning etc.

Characteristics: Performance is the sole responsibility of management; The most successful individuals take responsibility for their own performance. Most people no longer work for one company for their entire lives.

Its important to lock in goals at the beginning of the year and hold people accountable for them. For years companies were satisfied with identifying goals at the beginning of the year and then reviewing at the end of the year.

Performance management works best when it focuses solely on the individual. Individual contributors should be able to trace their own goals to department goals, to division goals and up to corporate goals.

Performance management always focus on the individual: Innovative performance management system include groups or teams by creating goals that require staff to collaborate in order to achieve results.

Performance Mgt. is primarily administrative task. There is a portion in every organization that is administrative because administrative activities are important in every organization.

There are many other characteristics of Performance mgt.

- Strategic Congruence
- Practicality
- Reliability
- Validity
- Openness
- Ethicality

Strategies :- Improvement and development :-
To improve the management of the organization by the managers and to develop new goals and work for that in a effective way.

Enterprise performance mgt :- It is a business planning that relates to business intelligence, which involves evaluating and managing performance for an enterprise to reach goals, enhance efficiency.

Action Planning: Action plans are simple lists of all of the tasks that you need to finish to meet an objective.

Assessment: The action of making a judgement about something in organization we need assessment for the tasks.

Measurement and feedback: The right measurements establish vital feedback loops that show whether the approaches being used are moving the organization toward its goals.

QUESTION - 2

The Psychology of motivation is tremendously complex, and what has been unraveled with any degree of assurance is small indeed. But the ratio of knowledge to speculation has not dampened the enthusiasm for new forms of products.

⇒ Reducing time spent at work: The idea here is to motivate people to work by getting them off the job.

⇒ Spiraling wages: motivates people to seek the next wage increase. If rising wages won't motivate, reducing them might.

⇒ Fringe benefits: These benefits have gone from rewards to rights. The cost of fringe benefits is approximately 25% of the wage dollar.

⇒ Human relations training: More than 30 years of teaching and training and the question is still the same.

• Communications: This was the next management training program to instill motivation. Communication is the best way of communication.

⇒ Employee Counseling: Employees could talk to someone about their problems and perhaps that would motivate them.

"Hygiene vs Motivators"

Hertzberg
develop a motivation-hygiene theory based on a study of engineers and accountants. The findings suggest that factors they involved in producing job satisfaction (Motivation)

are different from the factors that lead to job dissatisfaction (hygiene). The problem with Semantic is resolved when we understand human behaviour. Two different needs are involved one set of needs comes from the animal like nature i.e. hunger makes it necessary to make money, and this money is a specific drive. The other need is the ability to achieve and to experience growth. The tasks that satisfy the growth need are found in job content. The dissatisfaction avoidance or hygiene factors are Company policy and administration Supervisor, working condition,

Salary, Status, and Security etc.

Herzberg disputes the ideas shared by managers that money and benefits motivate employees.

QUESTION - 3

Leadership Coaching is a powerful management training tool to help business leaders at all levels leverage the leadership skills within themselves to maximize performance. You will sharpen your inherent leadership skills to better motivate teams and deliver personal, and organizational goals.

Elements of Coaching :-

⇒ Context: The Coach will provide support from the context of the organization business environment, culture and demands.

⇒ Clarity: The responsible leaders will clarify the objectives to the employees about all the actions and explain that how this process will be conducted.

⇒ Commitment:- The leader is committed to work for the success of organization and the organization will support the leader.

⇒ Coachability: A person is receptive to feedback, to receiving constructive criticism, and will use that feedback and to improve his workplace performance.

⇒ Courses of action: The coach and leader make a plan with clear objectives which help the leader.

Confidentiality: It is an essential part of the bond of trust that exists between the employees and the organization.

⇒ Chemistry: Leader work hard to secure the relationship.

Reasons for statements

There are many reasons for the statement which we will discuss.

⇒ Emerging leader: The case for engaging a coach at this level might be to meet succession needs, to groom a high potential leader.

⇒ Developing leader: In a typical scenario, this valuable leader is a great thinker but may not be adept at mobilizing others or addressing practical consequences.

This leader might be a nonconformist or a loner.

⇒ Strategic leader: The business case for engaging a coach at this point might be to assimilate new leaders or to build a more united executive team.

QUESTION - 4

The Performance Management Revolution:

⇒ The Changing Nature of work: Performance management is the backbone of work. Compensation and benefits are linked to performance. As work has changed and technology has evolved, we have not change the architecture that revolves around organizations.

⇒ The Origins of New ways of working: Engineers started the trend of agile working in 2001. It was a break-away in software development. The process is fast, feedback based, and manager driven.

⇒ Advice to HR Professionals: The

role of HR Professionals should be elevated and in demand. They will need to be true business partners with strong consulting skills who understand their business and are prepared to help re-configure the old, inherited architecture into something that is much more agile.

⇒ The managers become more of a Coach rather than a Judge of performance.

⇒ Employees have more flexibility and are more Creative and innovative.

⇒ The process addresses quality of performance, motivates people and remove the risk of failure because mistakes are addressed.

⇒ The Problem: By emphasizing individual accountability for past results, appraisals give short shrift to improving current performance and developing talent for future.

⇒ The Solution: To better support employee development many organizations are dropping changing their annual review systems in favor of giving people less formal, more frequent feedback that follows the natural cycle of work.