

# PERFORMANCE MANAGEMENT

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## **COURSE OVERVIEW**

Performance Management provides a comprehensive overview of the principles, strategies, and techniques involved in effectively managing and optimizing employee performance within organizations. This course covers key aspects such as goal setting, performance measurement, feedback and coaching, performance appraisal, and employee development. Participants will learn how to align individual and team goals with organizational objectives, establish clear performance metrics, and provide regular feedback to enhance employee performance and motivation. Through interactive discussions, case studies, and practical exercises, students will gain a deep understanding of performance management best practices and develop the skills necessary to design and implement performance management systems that drive productivity, engagement, and organizational success.

## **LEARNING OBJECTIVES**

- ✓ Explore various performance measurement techniques and tools used in evaluating individual and team performance.
- ✓ Understand the role of goal setting and feedback in performance management.
- ✓ Learn how to establish clear performance expectations and align them with organizational goals.
- ✓ Explore methods for providing constructive feedback and coaching to improve performance.
- ✓ Understand the significance of performance appraisals and learn best practices for conducting fair and unbiased evaluations.
- ✓ Understand the link between performance management and employee development, motivation, and engagement.
- ✓ Learn how to use performance data to identify trends, make informed decisions, and drive organizational effectiveness.