

A STUDY ON EMERGING TRENDS IN PERFORMANCE MANAGEMENT SYSTEMS ACROSS ORGANIZATIONS IN INDIA

RUCHI GAUTAM

Assistant Professor, ITM Business School, Navi Mumbai, Maharashtra, India

ABSTRACT

India now stands at that point of intersection that requires organisations to not just cut costs but also remodel the way work is conducted and the way performance is driven and measured. Focus on past performance by using bell curve and rather than a future promise has come under critical scanner in the last few years. Such systems have been found to foster short-term focus among the employees that does not speak well for the competitiveness of the organization. Also, utilising the same rating for determination of rewards as well as finding suitability for the role and vertical mobility has been found to be short-sighted.

The need of the hour is to attract and keep talent and collaboration. Companies are also remove ratings to get managers to talk to employees about their development more than once or twice a year.

In this paper, we have studied the alternate mechanisms of appraisal followed by organizations that stress more on employees and employee development. The study reveals that an employee-focused performance management technique has the power to steer the entire employee engagement process at once. Building a high performance culture starts with a clear connection between purpose and performance.

Today's, organizations must aim to support their employees, help them develop new skills and align them with their business goal to outshine in fierce market competition.

KEYWORDS: Bell Curve, Performance Appraisal, Employee Development, Career Growth, Check-Ins, Feedback, Coaching