

HUMAN RESOURCE MANAGEMENT (BCOM)

Module- IV (Performance appraisal and career planning)

Performance appraisal

It is a systematic and objective evaluation of behaviour of employees to measure the quantitative and qualitative aspects of work done.

Need and importance of performance appraisal

- Development and training needs of employees.
- Helps to improve performance.
- Helps to take personnel decisions
- Creation of competitive spirit.
- Helps to develop confidence among employees.
- Identify strength and weakness.
- Aids to personnel research.
- Inspiration
- Systematic evaluation
- Feedback

Objectives of performance appraisal

- To ascertain the performance of employees.
- To identify weakness of employees.
- To identify needs for training.
- To collect information related to employees.
- To determine salary increment or promotion.
- To reward the employees with better remuneration.

Performance appraisal process

- Determining objectives
- Establishing performance standard or criteria
- Communicating standards
- Measuring performance
- Comparing the actual performance with standard
- Discussion
- Corrective action

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Seema Sanghi



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Managing Human Resources Ingrid L. Potgieter, Nadia Ferreira, 2022-09-01 This book volume crafts an exciting original account on the changes and requirements on managing human resources within the context of the new normal Chapters in this book report on current research on the key constructs and processes underlying the management of human resources both on an organisational strategic level as well as an individual employee level Chapters compare current research trends in terms of future potential directions for the management of human resources within the context of the new normal The book also critically evaluates the relevance applicability and utility of the research findings and theoretical premises in various classical current and potential emerging issues for research and practice in the smart digital technological world of work for human resource management This volume approaches the concept of managing human resources with the new normal working context from a number of different angles The authors have categorized them as conceptualizing human resource management in the context of the new normal Part I the critical issues in understanding the dynamics of strategic human resources management Part II critical issues in understanding the impact of the new normal on the psychology of employees Part III and the impact of the new normal on individuals with special needs Part IV The book ends in Part V of the volume with an integrated reflection and conclusion on emerging issues for research and practice The primary audience for this book volume is advanced undergraduate and postgraduate students in human resource management as well as scholars in both academic and new normal working contexts Human resource management practitioners will also have an interest in this book volume

Reinventing HR Cecile Schultz, 2015-03-30 Revolutions are typically huge and dominating events in the world's history accompanied by radical visible change The current revolution is in this regard silent yet change is everywhere The changes in organisational life are affecting management and the way in which businesses are being run In this volatile context the Human Resource HR function need to be strategically correctly positioned It needs to be reinvented and positioned in terms of all aspects of people and relations in an organisational context with clearly identified main activities professional streams In order to understand the current state of affairs of the HR function and to give definition to a future ideal positioning for the function the authors conducted a survey It was sent out to members of management as well as to HR practitioners Based upon the findings of the survey as well as an analysis of international trends and developments the authors propose six transitional pillars for the HR function 1 Leadership and meaning 2 Relationships 3 Workplace socialisation 4 Productivity 5 Organisational transformation 6 Personal wellness These pillars as strategic focus areas are built upon foundational HR competence and business acumen The intention behind the project is to enable the HR function to reinvent itself into a discipline which is acknowledged and respected for its relevance competence and professionalism Reinventing HR will provide you with the context in which the HR function needs to find its strategic and operational relevance Content includes Research report and findings Transitional pillars Foundational understanding HR competence

and business acumen Leadership and meaning Relationships Workplace socialisation Productivity Organisational transformation Personal wellness The future

HRM in the Global South Toyin Ajibade Adisa, Chima Mordi, 2022-05-16 This edited collection offers an insight into the dynamic of HRM in thirteen developing countries across Africa Asia and the Middle East Taking readers through the realities of HRM in the global South the book identifies the significance of contexts diversity of cultures and dissimilarity of processes in managing people In other words the book addresses general issues of HRM in cross national settings to give readers an understanding of HR that is comparative and country specific Covering issues in Nigeria South Africa Egypt China India Pakistan Malaysia Bahrain Jordan United Arab Emirates and Argentina each chapter draws out the unique and diverse configurations of HRM in each country Also examining digital HRM technology based entrepreneurship gig work artificial intelligence and digitalization in business practice this book is an invaluable resource for all HRM practitioners policymakers students HRM scholars international HRM international business and business managers across the globe

Organisational Behaviour, Communication, and Digitalisation in a Changing World Sam Erevbenagie Usadolo, Queen Emwenkeke Usadolo, Blessing Makwambeni, 2025-06-06 This book brings together leading scholars and practitioners in organizational behaviour and communication to explore the complex relationship between employees and their organisations and the associated workplace outcomes This comprehensive volume provides insights theories and practical strategies to understand and address the multifaceted nature of organisational dynamics in the face of constant and accelerated change The first section of the book delves into the theoretical foundations of organisational behaviour Some of the contributors in this section offer a comprehensive analysis of the socio cultural and psychological aspects that influence individual behaviour within organisations Building upon this foundation the subsequent sections of the book examine various dimensions of organisational behaviour including leadership teamwork diversity and conflict resolution One of the focuses of this edited volume is the examination of emerging technologies and their effects on the operation of organisations Hence some of the chapters examine the management of employee organisations using digital platforms and explore employee engagement collaboration the effect of organisational support supervisor support or lack thereof By delving into the role of digital technologies in the context of a changing world the book offers valuable insights into the development of contemporary organisations especially how technology is leveraged to foster a sense of connectivity in dispersed work environments

Universities Handbook ,2014

Measuring Consumer Behavior in Hospitality for Enhanced Decision Making Ramos, Célia M.Q., Sousa, Carlos M.R., Matos, Nelson M.S., Ashqar, Rashed Isam, 2023-04-11 To improve the hospitality and tourism services provided to customers it is necessary for managers to acquire knowledge about their customers and prospects journeys in order to give back to customers in the form of new offerings such as adequate products services and user design experiences according to the characteristics of potential consumers Only in this way will it be possible to innovate consumer experience in the hospitality sector

Measuring Consumer Behavior in Hospitality for

Enhanced Decision Making studies online consumer behavior along with other complementary marketing hospitality and tourism disciplines thus gaining a holistic view of the current consumption during the COVID 19 context which led to structural changes during the digital customer journey touchpoints Covering topics such as e commerce websites price setting strategies and intellectual capital this premier reference source is ideal for entrepreneurs executives managers business leaders government officials marketers students and educators of higher education librarians researchers and academicians

Exploring Business Ecosystems and Innovation Capacity Building in Global Economics Joshi, Mihir, Brahmi, Mohsen, Aldieri, Luigi, Vinci, Concetto Paolo, 2023-04-11 All nations must become self reliant and as such need to analyze the concept and terminologies associated with business ecosystems and social innovation ecosystems Further study on the challenges and opportunities is required to ensure countries remain stable and continue to develop Exploring Business Ecosystems and Innovation Capacity Building in Global Economics explores the application of different theories and frameworks that contribute to the business ecosystem through empirical and conceptual research The book also states the issues and challenges that occurred in society during the pandemic and considers the development of virtual business environments Covering topics such as social exchange value creation and business practices this reference work is ideal for economists policymakers business owners managers entrepreneurs industry professionals researchers scholars practitioners academicians instructors and students

Contemporary Issues in Human Resource Management Chris Brewster, 2003 The second edition of this title addresses issues facing practitioners of human resource management in a thorough and thoughtful manner

Annual Report Armaments Corporation of South Africa Ltd, 2016

Who's who of Southern Africa, 2005 Vols for 1967 70 include as a section Who's who of Rhodesia Mauritius Central and East Africa

Commonwealth Universities Yearbook, 2007

Human Resource Management Raj Kumar, 2010-12 Human Resource Management Strategic Analysis Text and Cases has been designed to provide the comprehensive knowledge about the subject The book combines the operational as well as the strategic aspects of HRM It presents detailed coverage of the principles and concepts of HRM including its strategic aspects The text provides logical and analytical application of the concepts The strategic analysis involves integrative approach of HRM with strategic management Case studies have been given at the end of each chapter to make subject more practical and analytical Salient Features of the book Covers all relevant topics of HRM Integrates operational HRM with strategic management Inspires managerial actions to successfully deal with the challenges and emerging trends in HRM Provides holistic view of global HRM Simple and readers friendly language Invaluable text for the students of MBA M Com and other post graduate students who are specializing in HRM Useful guide for HR professionals and executives of corporate section

Human Resource Management, 2nd Edition Seema Sanghi, Human Resource Management 2e presents multifaceted up to date and all inclusive information which will be useful to students and professionals pursuing human resource management HRM Going beyond the coverage of a traditional

textbook this book focuses on applied aspects of HRM which capture the evolving challenges in the field Application approach is followed to enrich them with as many examples as possible from not only India but from the world over making the topics more meaningful **Human Resource Management** Prakash Talwar,2006-07 Human Resource Management HRM is the effective use of human resources in order to enhance organizational performance The HRM function includes a variety of activities and key among them is deciding what staffing needs the establishment have and whether to use independence contractors or hire employees to feel these needs recruiting and training the best employees ensuring they are high performers dealing with performance issues and ensuring the personnel and management practices conform to various regulations Managing human resources is increasingly recognised as a central challenge in international settings This book offers many insights into the possibilities of creative response to the challenges It provides an understanding of the theoretical foundation and the practical implications of international approaches to human resource management It will be highly informative to practicing managers students and teachers in various management courses Enterprise ,2005

Who's who in Finance and Industry ,1998 **Managing the Human Resource** John Westerman,Pauline Donoghue,1989 Human Resource Management John Martin,2008-12-01 The SAGE Course Companion on Human Resource Management is an accessible introduction to the subject that will help readers to extend their understanding of key concepts and enhance their thinking skills in line with course requirements It provides support on how to revise for exams and prepare for and write assessed pieces Readers are encouraged not only to think like an HRM student but also to think about the subject critically Designed to compliment existing textbooks for the course the companion provides Easy access to the key themes in HRM Helpful summaries of the approach taken by the main course textbooks and their strengths and weaknesses Guidance on the essential study skills required to pass the course Sample exam questions and answers with advice on common themes that must always be addressed how to use information effectively and pitfalls to avoid Themes that run throughout the major points covered by the book Taking it Further sections that suggest how readers can extend their thinking beyond the received wisdom Much more than a revision guide for undergraduates it is an essential tool that will help readers take their course understanding to new levels and help them achieve success in their undergraduate course

Human Resources Management: The Basics and Supporting Key Components Trevor Clinger,2025-04-16 This paper represents one of the highlights of my college career having received praise as a final paper I consider human resource management HRM to be a crucial aspect of overall business operations In this work I present well supported findings backed by scholarly references to identify the key principles of HRM that are essential for both study and practice After establishing the core elements of HR management I delve deeper into the supporting components that are vital to maintaining the stability of the core This article reflects my dedication to understanding the most important concepts in HRM while eliminating unnecessary complexities that can detract from the essential principles I hold a Bachelor s Degree in Business

Management from Tiffin University and an Associate's Degree in Business Management Technology from Owens Community College **Jobson's Year Book of Public Companies** ,1999

Whispering the Techniques of Language: An Mental Quest through **Bcom Hons Human Resource Management Hrm Information**

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