

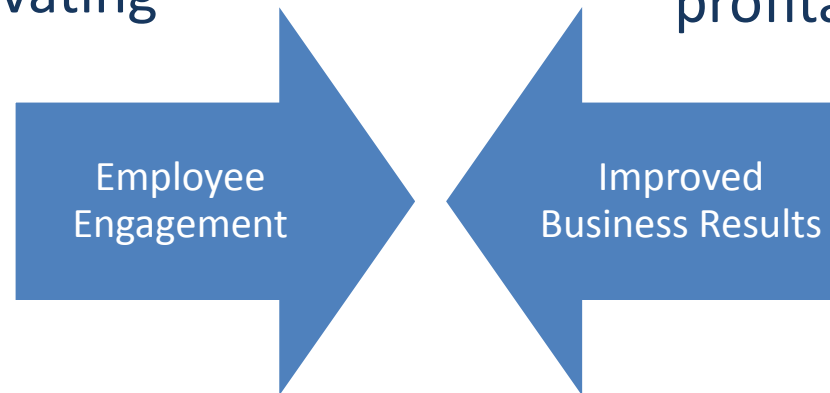
A CONSIDERATION OF THE PERFORMANCE MANAGEMENT DEBATE

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Performance Management Debate

- Key Arguments Against
 - Feedback happens too late
 - Goals don't change with business objectives
 - Expensive and demotivating
- Gallup's (2013) Q12 Employee Assessment links employee engagement and business performance outcomes, including profitability.



Sorenson, S. (2013). How employee engagement drives growth. *Gallup Business Journal*. Retrieved from <http://www.gallup.com/businessjournal>

Effective Performance Management

- Meaningful work
- More frequent discussions about performance & development
- Real-time feedback
- Recognition & reward

