

Ashdown

Performance Management

In today's competitive and challenging workplaces, it is more important than ever to get the best out of our people. Effective performance management is at the heart of organization success, delivering able, motivated workers, who are aligned to the organization's values and goals. This book takes us on a journey from a broad, holistic exploration of performance management, into a deeper "how do we do this and add real value?" approach to managing the core activities of performance management, such as objective-setting and giving feedback. It takes a firmly practical stance, providing guidance and ideas both for human resource practitioners and line managers who want performance management to be valuable for the organization and its employees. Drawing on the author's practical experience of working in HR, this book contains case studies, interviews and activities to support the reader in applying their learning in the workplace. Performance Management is part of the brand new HR Fundamentals series, offering practical advice to HR professionals starting out in their career, completing CPD training or studying for their professional qualifications with the CIPD.



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