**Performance Management System**

**April 2023 Examination**

**1. Do you think a performance agreement is essential? As an HR manager, how will you design a performance agreement?**

**Ans 1.**

**Introduction**

Before answering the question of whether a performance agreement is essential? First and foremost, let us, in brief, discuss what a performance settlement is. Performance agreement, to put it simply, is thought to usually describe the accountability of the executives regarding certain specifics such as the desires sought after utilizing the organization, helping the executives in aligning the operations which can be being undertaken in the organization on a day-to-day Basis, make clear how precisely the work unit's activities contribute to the companies and organization reaching the dreams and the

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**2. Highlighting the importance of performance appraisal, describe the alternative methods of appraising the performance of the employees working in the service industry.**

**Ans 2.**

**Introduction**

Before highlighting the significance of performance appraisal and describing the opportunity techniques of appraising the performance of the employees operating inside the service industry, let us briefly explain what performance appraisal is. Performance appraisal is the method that helps examine, examine, and record how efficiently the employee working within the corporation can keep on their job frequently. The concept of performance appraisal is the core in terms of the

**3. a. As a manager, what problems you can face while managing the performance of the employees?**

**Ans 3a.**

**Introduction**

Some of the common issues which managers encounter while managing the performance of the employees are as follows-

**Finding the right balance:** finding a balance between how to chuckle the workload being handed to them is one of the full-size challenges managers face while dealing with the

**3 b. What techniques will you use to improve the performance of employees?**

**Ans 3b.**

**Introduction**

Some of the methods which I can probably use to enhance the performance of the employees are as follows-

**One of the techniques:** I will be using to improve the worker's performance is communicating better by being practical about it. When the managers become ineffectively