Redesign of Performance Management

In order to succeed in performance management, companies need to coach and develop their lowest performing employees that are already employed by the company, as well as to establish a better recruitment system so that the company can eliminate the lower performers from being hired in the first place. Another step that needs to be taken in order to succeed is to enable high performance within the company. Management is the key to success because they need to align company goals, and make sure that their employees are achieving these goals by communicating with them on a regular basis. The companies need to start focusing on leadership development from the bottom up, as well as prove to their lower level employees that the management team is being held to the same standards.

If companies are successful with the new performance management model, they will have better developed employees that are performing at a higher level. These companies will also have a better recruitment system in place in order to stay clear of the lower level employees, to ensure that they are recruiting the best people that they possibly can. Another outcome of well-developed performance management is that the high performers receive a greater compensation compared to medium and lower level performers, which could potentially give employees the drive to work harder in order to increase their income.

In order to create the dashboard for performance management, the most important factor to consider is the performance of each individual employee. Based off of their performance appraisal, payroll may be affected. Since the higher level performers should be receiving raises, payroll will have to be included on the dashboard. Recruiting and training will have to be included on the dashboard as well, in order for the company to be able to either not hire or to help their lower level performers develop skills to become a higher level performer. Employee productivity should also be included on the company dashboard because the new performance management system is helping to turn lower level performers into higher level performers. A key part of being a higher level performer is having a high productivity level.

Performance management aligns well with hiring the best doctors and surgeons possible. Even though the hospital would be responsible for compensating the doctors at a higher rate, they will also bring in more income due to the fact that people tend to travel in order to see the best doctor for their particular issue. This will also hopefully save the hospital from having to deal with malpractice suits, which in turn will allow the doctors to focus solely on their job which will allow them to perform at a higher level.