



भारतीय प्रबंध संस्थान कोषिकोड

Indian Institute of Management Kozhikode

Globalizing Indian Thought



Enhancing Organizational And Individual Performance Management System

August 22-24, 2024 | IIMK



Overview:

If there is one thing of significant value to of all employees irrespective of their function or level, it would be the need to manage self as well as subordinate's performance. This Programme would deal with the design and implementation of successful performance management systems. Though performance management is an ongoing and cyclical process, for instructive purposes, the Programme has a linear structure.

A performance management system (PMS), designed by factoring the business need, cultural aspects and organizational context implemented effectively can drive organization performance by aligning different units and linking the individual goals to organizational objectives. Also, the key to having an effective PMS is not only the design of system but effective implementation. The Programme is intended to address both the design and implementation issues from both a HR and senior line manager's perspective.

Participants Profile:

- Middle and Senior level line managers
- Human Resource Managers

Objectives:

This workshop will focus on what we, as key stakeholders in the process can do to create a value proposition for PMS in the organization. This will give insights on how we can make Performance Management a shared process in the organization that enables business and excites people. Specifically, the Programme will help participants to

- Determine how Performance Management is integral to organizational effectiveness
- Understand the steps and key features of effective performance management process

Coverage:

Topics covered include:

- Process of linking Performance Management Systems (PMS) with an organization's strategic plan
- Defining performance and choosing a measurement approach
- Gathering Performance information and deciding on assessment system including alternatives to Bell curve
- Performance Execution including diagnosing performance gaps and performance coaching.
- Creating linkages between PMS and other HR processes.
- How to create business ownership for the PMS

Facilitator:



Prof T. N. Krishnan
Indian Institute of
Management Kozhikode,
Kerala

Pedagogy:

Mix of lectures, case discussions, mini-projects, videos.

Programme Fee:

Rs. 50000 (Residential),
Rs. 40000 (Non-Residential) + GST @ 18%





भारतीय प्रबंध संस्थान कोषिकोड

Indian Institute of Management Kozhikode

Globalizing Indian Thought



INDIAN INSTITUTE OF MANAGEMENT KOZHIKODE

IIMK Campus P.O,

Kozhikode - 673 570, Kerala, India.

Phone: +91-0495-2809558, +91 0495 2809560

e-mail : mdp@iimk.ac.in



iimk.ac.in



[IIMKozhikode](https://www.facebook.com/IIMKozhikode)



[IIMKozhikodeYT](https://www.youtube.com/IIMKozhikodeYT)



[IIMKozhikode](https://www.x.com/IIMKozhikode)



[iimkzhikode](https://www.instagram.com/iimkzhikode)



[iimkmdp](https://www.linkedin.com/company/iimkmdp)