

# Analysis of Worker Performance and the Impression of a Performance Management System

T. Vijaykumar T Vekant Rao<sup>1</sup> and Dr. Vinayak Khare<sup>2</sup>

Ph.D Scholar, Department of Management<sup>1</sup>

Professor, Department of Management<sup>2</sup>

Dr. A. P. J. Abdul Kalam University Indore, India

**Abstract:** The organizations are under a great deal of external pressure. Globalisation, technical developments, political turmoil, and inflation are just a few examples of external environmental factors affecting enterprises. As a result, these variables have an influence on organisational internal environments. Companies and their workers must be aware of and actively battle these continuously altering elements in order to stay ahead of the curve. The use of Performance Management tools and approaches has a substantial influence. In this setting, making performance management systems more strategic and effective is critical. Our purpose is to determine whether a company's Performance Management System in Bhopal, India influences employee production. The research findings may assist an employee's understanding of the organization's aims and objectives. People may participate in strategic business planning by demonstrating their talents and abilities via the use of a project management system (PMS). According to the study, neither Development and Planning Performance (DPP) nor Rewarding Performance (RP) had a greater influence on employee performance than the other two phases (RP). Using this information, Bhopal-based IT firm Tech Mahindra is anticipated to build a PMS and make changes to the current system in order to improve staff performance.

**Keywords:** staff performance

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