

Performance Management Systems in Promoting Employee Development and Accountability

Dr. Pratima Upadhyay

Lecture (MOM)

Government Women Polytechnic College, Jabalpur, India

Abstract: *The purpose of the study was to determine the influence of performance management (PM) on employee productivity in the Consumer Food Products Ltd. More specifically, the study sought to determine the extent to which performance appraisal, explore the extent to which training and development and determine the extent to which rewarding systems and contrast the extent to which feedback and coaching influence on employee productivity. In order to test four (04) hypothesis and achieve the objectives of this research structured questionnaire had been applied to gather primary data for analysis and interpretation. However, this questionnaire is composed of 30 questions (Likert Scale question) that personate all the variables of this paper. However, a random sample (n=61) was selected with 75 questionnaires that were distributed and back to ensure high response from staffs. The analysis of data is divided into three main section; Descriptive Statistics (Mean, Standard deviation, Standard error mean,); Inferential Statistics (Reliability test,); Structural Model (t-value, p-value, Coefficient value) to find the linkage between PMS practice and selected outcomes by using SPSS (Statistical Package for Social Science)-16. Tables were used to present the findings. The research concludes the result of the data analysis reveal that PMS (F&C: $\beta = .280$, $t = 2.237$, $p = .029$. T&D: $\beta = .522$, $t = 4.696$, $p = .000$. PA: $\beta = .230$, $t = 1.814$, $p = .075$. RS: $\beta = .068$, $t = .525$, $p = .601$) have a significant influence on its selected outcomes. As a result, it is recommended by the researcher that study also brought about the emphasis on the presence and appearance of PMS internal experts within the organizations which helps to improve the implementation of effective PMS practices. The study concluded that there are no links between performance appraisal and employee performance as indicated.*

Keywords: Employee performance management, Performance evaluation, Performance planning, Employee performance management satisfaction, Job satisfaction Strain, Policing