**The Design of Performance Management System for R&D Department of M Software Company**

**Abstract:** Software is a knowledge-intensive industry. Market competitiveness of its products and sustainable growth with a high speed of its enterprises depends on whether the enterprises have high-quality technical personnel. A set of highly efficient performance management system can maximize the role of technical staff. M Software Company is currently in a period of rapid development and R&D department is the core of the company, but the backward performance management system has a bad influence on R&D department operating efficiency. Employee satisfaction and enthusiasm is low, which results in relatively high turnover rate. Backward performance management system has gradually become a bottleneck hindering the development of the company. Based on this, this paper analyzes the performance management system of M Software Company R&D department, finds out the existing problems and shortcomings, supplements, adjusts and optimizes the existing system, and design a new performance management system of R&D department that conforms to the current situation of the company. In the process of research, the author designs a performance management satisfaction questionnaire and finds out the key issues by analyzing questionnaire results.

The overall idea of the system design is: 1. Supplement and optimize the existing system to make the whole process more standardized and complete under the guidance of relevant knowledge and theory of performance management. 2. Redesign will focus on performance planning and performance appraisal: in the overall performance management system, adopt target management method. In the setting of decomposition of performance objectives, adopt balanced score card method. In the setting of specific performance indicators, refer to the SMART principles of key performance indicators. In the appraisal of working ability and attitude, auxiliary adopt 360-degree feedback method.

The author hopes this paper can be helpful and significant for the performance management system design of domestic small and medium-sized software company.

**Key Words:** software enterprise; R&D department; performance management system

**Classification:**