IDEA BANK...

DEFINE

Employee performance monitoring refers to the process of assessing and tracking an employee's jobrelated activities, tasks and outcomes to ensure they meet organizational golas and standards.

PROBLEM

Employee performance Monitoring challenges

What We Need To Do

Fairness and Equity
Training and Support
Employee Morale and Trust

Person 1

Some employyes may resist being constantly monitored, which can lead to lower morale and decreased productivity.

Balancing the need for monitoring with employees privacy rights can be a challenge.

Performance assessments can be influenced by personal biases and subjective judgements.

Person 2

Evaluating intangible skills such as creativity,teamwork,and leadership can be difficult as they are are not always quantifiable.

Gathering vast amounts of data on employee performance monitoring technology into existing systems.

Integrating performance monitoering technology into existing systems and ensuring its compatibility with other tools can be complex and costly.

Person 3

Ensuring the performance assessments and consistent and fair across all enployees,regardless of their roles or backgrounds, can be challenging.

Establishing clear and measurable performance metrics that align with organizational golas can be difficult, especially in roles that do not have quantifiable outcomes.

Employees may require training and support to understand the monitoring process and use the data to improve their performance effectively.

Person 4

Ensuring the performance monitoring practices comply with local labor laws and regulations can be challenging, as these laws can be vary significant by region.

Overzealous monitoring can lead to decreased employee morale and a lack of trust between management and employees.

Storing and managing performance data can pose security risks if not handled appropriate potentially leading to data breaches or

Prioritize

