**Performance management**

**Performance management is the activity and set of processes that aim to maintain and improve employee performance. Its aim is to ensure that employees contribute positively to your Business.**

**Viewpoint**

* **Any business with employees should have a documented performance management structure in place.**
* **If people are the greatest creators of value in organisations, then good performance management is critical for success.**
* **Employees must understand what’s expected of them, and to achieve those goals they need to be managed so that they’re motivated, have the necessary skills, resources and support, and are accountable.**
* **Broadly, good performance management revolves around regular, effective feedback on progress towards objectives.**
* **People managers are instrumental in performance management. Managers need to be suitably skilled and supported by performance management processes that are fit for purpose.**
* **Occasional processes, such as annual performance reviews and pay setting, can be useful, but shouldn’t be the main focus.**

**For help, support and advice on the above or on any of your HR & Payroll needs please feel free to contact us.**

**HR Consultancy - Payroll outsourcing - Employment Contracts - Policies & Procedures - Performance Mgt.**