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Department of Management Science
Academic Year 2020– 2021

Name of the Student   : Jayavarapu Naga pallavi

Regd. No.   : 19K61E0022

Year / Semester   : 2nd Mba / 3rd semester

Subject   : Performance Management

Subject Code   : 18MS03T6

Topic   : Performance Management Audit

Date of Examination : 03.09.2020

Mid Report & Presentation Evaluation of Marks:

Criteria for Evaluation	Max Marks	Marks Awarded
Report Evaluation (10 Marks)		
Introduction to the Topic	02	
Critical Perspective of the Topic	02	
Continuity of the Topic	02	
Content of the Topic	02	
Structure of the Report	02	
Total Marks for Report (A)	**10**	
Presentation Evaluation (10 Marks)		
Communication Ability	02	
Presentation Methodology	02	
Outline of the PPT	02	
Body Language	02	
Answering Ability	02	
Total Marks for Presentation (B)	**10**	
Total (A+B)	**20**	

Signature of the faculty

PERFORMANCE MANAGEMENT AUDIT

Introduction:

What is performance management?

Performance management (PM) is a process of ensuring that set of activities and outputs meets an organization's goals in an effective and efficient manner. Performance management can focus on the performance of an organization, a department, an employee, or the processes in place to manage particular tasks.

What is Performance audit?

A performance audit is an independent assessment of an entity's operations to determine if specific programs or functions are working as intended to achieve stated goals. Performance audits are typically associated with government agencies at all levels as most government bodies receive federal funding.

Performance management audit(PMA):

Description :

Get a new perspective on Performance Management, discover best practices and identify opportunities to improve your performance.

The service relies on 3 instruments:

1. **Self- Assessment Maturity Survey** – a questionnaire meant to assess key aspects of the performance measurement capability.

2. **Internal Documents Analysis** – a team of subject matter experts is responsible for reviewing internal documents like KPI lists or reports, scorecards, dashboards, data gathering process maps.

3. **Interviews with Key Stakeholders** – the purpose of the interviews with the key stakeholders is to gain more insights into how processes and tools are deployed in practice.

After assessing the insights provided by each instrument, the entity can fall into one of the below maturity levels and discover how it can exceed to the next level:

1. Initial
2. Emergent
3. Structured

4. Integrated
5. Optimized

Performance Management Audit Steps:

➢ Project initiation

➢ Survey Deployment

➢ Survey results analysis

➢ Documentation assessment

➢ Schedule & conduct interviews

➢ Data interpretation

➢ Report Writing

➢ Audit Outputs presentation

➢ Official recognition

Output:

The main service to be offered by the GPA Unit will be the Performance Maturity Audit which can be generated for any of the maturity model frameworks available. It will generate 2 sets of reports each including a visual representations through Dashboards & Infographics:

- Performance Audit Report
- Performance Audit Dashboard
- Roadmap for Improvement Report
- Roadmap for Improvement Infographic

Conclusion:

Performance audit refers to independent examination of an program ,function ,operation,or the management systems &procedures of non profit entity to access the economy