

Employee's Perception of Performance Management System – An Assessment

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Keyword	ABSTRACT
Performance Management System Training & Development	Performance Management System (PMS) is an important component of Human Resource Management (HRM). The purpose of PMS is to evaluate and integrate the doables and deliverables in organization. The successful implementation of PMS helps in the attainment of organizational goals. The contribution of the organizational members and their perception about PMS has a key role to play for achieving the goals of PMS. In this context, the paper addresses to the employees' perception about PMS of the organization. The significant variation between the perceived values of the employees about PMS and its different dimensions is explored in this study. The supervisor's motivational and empathetic role, upward communication in organization, conducting Training & Development (T & D) programmes for achieving PMS goals have been suggested.

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1. INTRODUCTION

Contribution of human resources is highly acknowledged for organizational success. Scientific inventions to interventions, corporate approaches to applications, perceptual apprehensive to comprehensive understanding of organizational dynamics; human resources and their management have played indispensable role. How do they work, what do they contribute, do they really know what their company is looking for and over & above what do they perceive about their organization; all these are concerned with Performance Management System of an organization. Every organization has Performance Management System (PMS). But, how the existing PMS is perceived by the organizational members/employees is important. The positive/negative perceptions about the PMS of organization may also be attributing for achieving organizational goals. In this light, such study which is exploring the employee's perception about PMS, investigating association between employee's perceptual values and different dimensions of PMS is needed for the industrial practitioners and academic utility.

Matching expected facts and figures on organizational performance deserves appreciation but, any mismatching keeps the organization in the back-foot compelling thinking tanks to focus more on doing than delivering. And the organization faces tough challenge overcoming stakeholder's speculations and introspections regarding its future. At this crucial juncture, it becomes essential to revisit the Performance Management System (PMS) which is expected to ensure organizational achievements. In this light, the paper addresses to one of the vital System as Performance Management System of an organization. The Performance Management System (PMS) follows a