

The Performance Management System and Employee Development Plan

Examples of Employee Development Plan

Personal development plans and the 360-degree feedback system can be used to help improve an employee's performance.

Review the tabs to know more.

Personal Developmental Plans

The 360-Degree Feedback System



Personal developmental plans specify courses of action to be taken to improve performance. Achieving the goals stated in the developmental plan allows employees to keep abreast of changes in their fields or professions.

Example:

Personal developmental plans allow employees to answer the following questions:

- How can I continually learn and grow in the next year?
- How can I do better in the future?
- How can I avoid performance problems faced in the past?

(Aguinis, 2013, p. 196)

Why are some organizations successful, while others seem to struggle? What causes a poorly performing employee to become a good employee and a good one to become exceptional? It all begins with a well-designed performance management system and an evidence-based employee development plan. According to Aguinis (2013), "A performance management system that lacks information about how to improve performance will not help employees learn skills beyond what they know and use already" (p. 219). The HR professional and managers will work together to aid the employees in following the employee development plan and recognizing the importance of the plan. The developmental plan will help the employees in assessing and correcting any performance issues. The plan will include developmental objectives, explanation of the process to obtain the skills and knowledge of the job, a specific time frame for learning, and the ways to acquire the relevant knowledge and experience for the job including ways to measure the effectiveness of the plan. The employees may achieve the objectives specified in the plan through multiple work-related activities, such as a job rotation, job shadowing, on-the-job training, higher education, and so on. The employees

and managers will determine the best developmental activities to improve any areas of weakness for assisting each employee on his or her career path with the organization. The supervisors can also utilize the 360-degree feedback system to gauge the employees' performance. The employees' supervisors will explain the importance of the developmental plan and strategic objectives for the organization.

A few questions to consider here are:

- What is the 360-degree feedback system?
- What are the benefits of the 360-degree feedback system?
- When should the HR professional implement the 360-degree feedback system?
- How will the rater use the 360-degree feedback system?



Additional Materials

From your course textbook, *Performance Management*, read the following chapter:

- Performance Management and Employee Development

From the South University Online Library, read the following article:

- [Involving Employees in the Development Process of Performance Measurement and Management Systems](#) □