

Performance Management and its Counseling in Manufacturing Units

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Abstract – One of the main objectives of organization is to maximize the profits and decrease its cost of production. Performance management play key role in attaining these objectives effectively and effective management always tries to develop skills and capabilities, knowledge of each and every employee. A particular standard is fixed and organizational members should give put their complete efforts in achieving these standards.

If the performance is not satisfied, then the employee is counseled and motivated which looks for success of an organization and also a proper training is provided on this job related aspects to perform better in the future. If there is no proper counseling and training then it leads to low production. All subordinates and other members of organization should have complete awareness on what job actually they are involved with and also analyze how to complete this task effectively.

Key Words: Performance appraisal, Training and development, counseling and motivation, Positive thinking, Profit maximization, Production development.

1. INTRODUCTION

Performance management plays major key role in organization? Analyzing and evaluating each and every individual performance and maintaining document or reporting system of him/her performance also plays a very crucial role in every organization. Based on these reporting system promotions, awards & rewards and other welfare benefits are provided. If the performance is not up to the mark then a particular employee is motivated and counseled to improve the performance effectively without any defects and errors. Providing feedback is very important to every employee either it may be positive or negative.

1.1 OBJECTIVES

1. Building high performance for individual and teams, also taking responsibility in achieving the task is one of the main objectives of performance management.
2. Appraising and recognizing the performance of an employee is one of the major capabilities that the manager should possess in organization.
3. If any errors have made by the workers during their work then the problem is first identified, analyzed find different alternatives are identified and the best one is implementing or putting to action and finally following up is to be done. This helps the subordinates not to repeat the same mistake again.
4. Continuous coaching is another main objective of performance management in developing and eliminating the barriers, this is done with the help of proper monitoring in manufacturing unit.
5. Providing regular and transparent feedback is to be done for improving the performance.
6. When all the subordinates perform effectively it leads in increase in production and finally it leads to increase in wages of labors.
7. Employer should give effective counseling towards performance of subordinate and should have enough capability to perform the right task in a right way in the right time efficiently and effectively.
8. Counseling helps in mutual trust, mutual understanding among employer and employee which help in free flow of communication.
8. Overall performance and its counseling finally help in achieving mission and vision of an organization.

9. Motivating the employees by giving awards and rewards benefits like hospitalization, free education, transportation facilities, accommodation ,canteen facility, etc. this helps the employees putting their maximum efforts towards their work.

10. Least performing employees are demoted, transferred and dismissal (separation of employee from organization) is done, this happens through least counseling and the individual is unable to improve his /her behavior and performance.

1.2 NEED

There are some needs why actually performance is appraised and counseled they are discussed below

1. It helps in attaining strategic goals and objectives of organization. Individual should perform the task that it should match with the organizational standard individual performance /individual task.
2. It helps in driving employee development and career growth by increasing their skills, capabilities and knowledge.
3. It also helps in improving individual mental and physical abilities. Examples of mental abilities are their creativity thoughts, innovative skills, new ideas with the help of their mind. Examples of physical ability are there energy they have to work effectively with and help of their physical body.
4. It helps in encouraging your employees and employer continuous feedback and recognition of performance.
5. It helps in increasing employee productivity, helps in employee complete involvement towards their role work and finally helps in increasing organizational growth rate.
6. It helps in identifying organizational and individual weakness and putting in to effective action.
7. It helps in improving technical skills and manages their own problems and self motivation.
8. It helps in guiding, advising, motivating and changing the individual behavior.
9. It is evaluated only a year and benefits and incentives are provided according to it,
10. It helps in reducing cost improves team building, increase in retention of good employees etc.
11. It helps in setting goals and objectives of organization and rating performance regularly is to be done.
12. Conducting employee orientation programs is done, it means introducing new employee to other existing employees and providing history, goals and objectives of organization to a newly recruited employee.

1.3 FEATURES

1. Counseling helps in motivating, guiding and solving the problems of employees.
2. Counseling is an open observation with an employees and discussing freely about the problem that hurts productivity.
3. Sometimes not only focusing on performance but also guiding the subordinates towards their behavior in organization.
4. Counseling is face to face interaction or two way communication discussing the problem which helps in increasing the performance and production of the business.
5. Counseling can be done by the managers or team leaders or any other person who is having authority in organization
6. When disputes or conflicts arises between two members and this effects the work.
7. Counseling knows and identifies his/her strengths, weakness and understanding problems of employees.
8. Good performance helps in increasing the goodwill, name and fame reputation of the company.
9. Training and performance towards their task.

10. If performance is increased then not only organization is going to be developed but also various skills, knowledge and career growth of subordinates is also developed.

2. SCOPE

1. Performance management and its counseling plays vital role not only in India but also international (globalization), including all industries, but the way of appraising is different from one industry with another depending upon their organizational strategies.
2. Performance management helps in thinking different with new thoughts ideas, maintaining sincerity, kindness, proper timing etc.
3. If any problem arise in organization subordinates are also involved in giving their own suggestions and ideas in solving the problem, and then develop a plan to improve it.
4. Performance management its counseling helps in expending the growth and size of the business all over the world and leads in first place compare with your competitors.
5. Employees can create their own opportunities for their career growth.
6. Continuous stimulating (motivating) and rewarding him/her for their best results.
7. Maintain proper internal communication systems, in other words a fair and effective relation between employers with employees. Ex: Proper industrial relations
8. Providing good culture and climate conditions, maintain neat and clean environment, so that employee can work effectively peacefully without stress, and works with a peace of mind.

3. CONCLUSION

By the above research I have concluded that improving skills, capabilities and knowledge of subordinates with the help of proper counseling and motivation which ultimately leads to good output and there will be increase in production and finally organization can reach its objective by maximizing its profits including customer satisfaction.

4. REFERENCES

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