

Developing Motivation Through Experiencing

SECOND EDITION



Udai Pareek • T V Rao

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Human Resource Development Naga Raju Battu, 2008 *Enhancing Performance Of HR -An agile Approach* Parth Sarathi, 2024-09-12

The VUCA environment is posing newer challenges in the way of optimizing Performance of Human Resource Organizations have to be agile and an agile approach for managing performance is the most talked about approach in such an environment This book aims at deriving much of the benefits of agile way of managing performance not confined to PMS The issues have been identified and concretized a beginning has been made to align the concepts processes and systems to prepare a spring board for adopting agile approach in true sense Responsiveness is the spirit behind such interventions and the entire book is driven by this The approach may not be very innovative but definitely a synthesized content based on multidisciplinary approach for evolving a tailored approach is available A formidable blend of theory and practice at one hand and content and process at the other makes this book different from others All the knowledge and experience of the author in designing and implementing PMS and allied performance enhancement interventions in a variety of organizations getting the bouquets and brickbats for over 5 decades compulsively inspired for writing this book An outcome of basic strength in quantitative areas of Industrial Engineering and systems immense studies and contribution to the field of HRM HRD and OD guided by deep insights in to Applied Behavioural Science this book is expected to be a proud possession In addition to emphasizing drive for excellence and responsiveness in developing a Performance management system the issue of institutionalizing performance improvement interventions has been powerfully discussed with the help of real life examples This book is going to give a big fillip to performance management efforts in turbulent times and be a valuable resource to Managers HR professionals Management faculty Consultants and students

Responsive Performance Management Works Parth Sarathi, Performance management is an evolving field of management and merely making it excellence driven is not adequate in the emerging VUCA environment No doubt Agile Performance management is the need of the day but many organizations may not find it feasible to go for it all of a sudden There are a number of conceptual and process requirements which an organization can prepare in a planned manner This book devotes its efforts on enhancing readiness to go for a truly Agile Performance management Therefore a viable option is to go for a Responsive PMS The core of responsiveness appears to be the ability to sense the implicit and explicit needs of others and responding quickly and positively for satisfaction of needs The mechanisms or components of Responsive Performance management may not be entirely new perhaps these are the familiar ones but the meaning aim emphasis and treatment may be different Seven components have been identified Performance planning Performance enabling Performance appraisal Performance Feedback counseling and identification of training development needs Rewards reinforcement and Potential appraisal In addition a number of related concepts and practices have been described This book giving examples of real life working of PMS has brought immense clarity on the issues involved The performance improvement interventions have been dealt in depth The

multidisciplinary background of the author has brought a formidable blend of theory and practice on one hand and content and process on the other Strong analytical skills of Industrial engineering and systems deep insights in to Human process skills within a strong framework of Human Resource management Human resource development and Organizational development have enabled a unique treatment to traditional and emerging aspects of Performance management In addition to the 12 Chapters eight Appendices several figures formats and tables are expected to facilitate easy understanding and encouragement to experiment with evolving appropriate and novel interventions

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