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Management 1. Job

Evaluation, Pay

Structures and

Rewards Chapter 3

2. Value of job □ In

this era of

globalisation,

where the concept

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of global village  
has emerged, a  
great deal of care  
and attention is  
paid to the value of  
job.

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Overview 1. How  
performance  
management  
works 2. Definition  
and Purposes of  
Strategic Planning  
3. Linking  
Performance

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Management to the  
Strategic Plan  
Strategic Planning  
Developing  
Strategic Plans at  
the Unit Level Job  
Descriptions  
Individual and  
Team Performance  
4.

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Management and  
Reward Systems in  
Context 1 1.1

Definition of

Performance  
Management (PM)

2 1.2 The

Performance  
Management

Contribution 4 1.3

Disadvantages/Dan  
gers of Poorly  
Implemented PM

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Systems 8 1.4

Definition of  
Reward Systems

10 1.4.1 Base Pay

10 1.4.2 Cost-of-  
Living Adjustments  
and Contingent Pay

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Performance Management And Strategic Planning

performance management is a systematic analysis and measurement of worker

performance (including communication of that assessment to the individual) that we use to improve performance over time. Performance appraisal, on the



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other hand, is the ongoing process of evaluating employee performance.

Performance Management and Appraisal

5. □ The action or process of carrying out or accomplishing an action, task, or

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Performance can be termed as performance. □  
Performance management includes the processes used to manage corporate performance, the methodologies that drive some of the processes and the metrics used to measure

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Performance  
management -  
against strategic  
and operational  
performance goals.

## Planning

Performance  
management -

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STRATEGIC  
PLANNING 1.

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Performance  
purposes of  
strategic  
planning. -Strategic  
Planning - process  
that involves  
describing the  
organizations  
destination,  
assessing barriers,  
and selecting  
approaches to  
move forward.  
Provides

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Performance with a competitive advantage, by allocating resources.

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hassan 2.

performance

planning 3.

performance

planning 4.

strategic planning

5. purpose of

strategic planning

6. strategic

planning 7.

strategic planning



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8. strategic  
planning 9.

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Management And  
Process

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Improvement ...

Chapter 3 Health  
Commodity

Management and  
Logistics System

Performance. As  
decentralization  
unfolds in Uganda,  
policy-level  
changes are  
influencing how  
health

commodities are  
managed and

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consequently the structure of the entire logistics system. There is recognition within the Ministry of Health (MoH) that priority must be given to addressing health commodity availability.

Chapter 3 Health  
Commodity

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Management and  
Logistics System ...

Performance  
management is a

continuous and  
flexible process

that involves

managers and

those whom they  
manage acting as

partners within a

framework that

sets out how they

can best work

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together to achieve the required results. It is based on the principle of management by contract and agreement rather than management by command.

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MANAGEMENT  
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Operations

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Strategy WHAT IS  
STRATEGY AND  
WHAT IS  
OPERATIONS

STRATEGY? Both military and business strategy can be described in similar ways and include some of the following: Setting broad objectives that direct an enterprise towards



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its overall goal

Planning the path  
that will achieve  
these goals

Stressing long-term  
rather than short-  
term objectives  
Dealing with the  
total picture ...

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Performance  
Management

Management:  
And Strategic  
Definition

Planning

Continuous Process  
of □Identifying  
performance of  
individuals and  
teams □Measuring  
performance of  
individuals and  
teams □Developing  
performance of  
individuals and

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teams and  
□ Aligning  
performance with  
the strategic goals  
of the organization  
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