

- Personal development plans
- 360 degree feedback
- Performance related pay
- Learning and Development opportunities
- Coaching
- Objectives and performance standards, KPIs
- Measurement techniques

Advantages of PMS

- Being tied closely into the objectives of the organization
 - Represent a more holistic view of performance
 - Appraisal or review is integrated with performance planning
 - Performance is assessed and success recognized
- (Bevan & Thompson, 1992)

Why is PMS not always successful?

- Lack of management commitment to the process
- Managers lack the skills to carry out appraisals
- Infrequent review of objectives
- Usually favours what can be measured ie: efficiency rather than effectiveness