

skilled specialists in this way lose competitive advantage. To survive in a competitive environment, an organization must depend on employees engagement and performance in order to have strong teamwork committed to meet the objective of the organization (Kaur and Sharma, 2018). Laborers should be in a position to settle on their own decisions on the most ideal approach to achieve their work. Allowing workers to make their own decision Improve their morale to be committed on what they are doing. In addition, utilization of technology is another component that improves workers performance. All directors in each bureau of General Motors have to identify innovation mechanisms that should be used in the company to improve workers performance (Bhuvanaiah and Raya,2015). The utilization of HRIS that can store data on specialists that can help directors in choosing which representative is performing and which isn't. The utilization of innovation without human working it is likewise aimless. Directors in the company can recognize whether the certified specialists are committed to what he or she is doing or not.

2.2 Current problem

The key problem addressed by this proposal is to address the recent trend of decrease in workers engagement and performance in General Motors. This challenge has affected the company for the last four years, hence affecting company performance (Kaur and Sharma, 2018). It is unfortunate, the management of the company has not clearly defined the employee's duties and responsibilities, thus affecting their engagement and performance in general. In addition, the company has not provided has insufficient necessary resources needed to ease the work for employees. Performance management is frequently observed as a bureaucratic procedure constrained in General motors, which increases the value of the business (Kaur and

Problem 4: Lack of simplicity

According to Eades and Eades (2017), awful performance management is expensive and conveys almost no value, and can really bring down employees commitment level and harm business development.

3.0 Project plan

So as to build a scorecard methodology to improve workers performance and engagement, beneath is a recommended project plan that organizations can depend.

- ✧ September - October: Organization to disseminate scorecard reports to administrators and managers; encourage information-driven audits of performance and engagement.
- ✧ Before the start of the performance evaluation cycle: Managers should distinguish proper metrics to be fused into performance plans.
- ✧ November: Organization to incorporate workers performance in unions forum.
- ✧ On-going: Managers to utilize the scorecard methodology to recognize and benchmark metrics and focuses for driving, estimating and tracking workers commitment.
- ✧ On-going: Managers to continuously use feedback mechanism, for example, survey and focus group soon to realize what improvement activities are having any kind of effect in employee morale and commitment.

4.0 Solution

While methodologies to improve engagement and performance will vary, there are a few key solutions that the company ought to embrace, as described beneath. Improve