

Q1) Amelia, who employs 100 employees, embraces performance management.

The four elements of her system are simple: a continual review of job descriptions, instant feedback from managers to employees about performance, seeking immediate solutions to problems, and always rebuking employees in private.

What is your opinion of Amelia's performance management approach, do you think it is the ideal system?

The ideal performance management system varies depending on the organization's specific needs. However, Amelia's approach seems simple and straightforward, and it appears to emphasize communication and immediate feedback, which are both important elements of a successful performance management system. However, it is also not the ideal system. There are a few things wrong with it.

1. There is no room for growth. If job descriptions are constantly being reviewed, then there is no room for employees to learn new things and grow in their positions.
2. Instant feedback from managers can be overwhelming and confusing for employees. They may not know how to improve if they are constantly told what they are doing wrong.
3. Seeking immediate solutions to problems can create a lot of stress for employees and may not always be possible.
4. Rebuking employees in private can make them feel like they are being attacked and may not be able to discuss their concerns openly.

Q2) Describe the disadvantages/dangers of Poorly Implemented PM systems for employees and managers.

There are several disadvantages to poorly implemented PM systems for employees. One is that it can lead to unrealistic expectations and goals. Poorly implemented PM systems can also result in employees feeling micromanaged, leading to frustration, resentment, and lowered self-esteem. Additionally, poor PM system implementation can lead to a loss of productivity as employees spend more time trying to meet goals that are not achievable; hence they will feel burnout and dissatisfied with their jobs, which would ultimately result in a damaged relationship.

If a PM system is not implemented properly, it can lead to several disadvantages and dangers for managers. It can also lead to a lack of transparency and accountability and a lack of visibility into what is happening across the organization. This can make it difficult to make informed decisions and can lead to problems down the line. Finally, poorly implemented PM systems can also lead to a loss of control for managers, as they may not be able to access or change the system as needed. This can lead to frustration and a feeling of being powerless. In the long run, the organization will face increased turnover and reduced motivation to perform.

Q3) Describe four purposes for Setting Goals in strategic planning.

The purpose of setting goals in strategic planning is to help define the organization's identity and ensure that all members are aware of the organization's vision and the steps that need to be taken to achieve it. By having a shared vision and specific goals, everyone in the organization can work towards the same objectives helping it to prepare for the future. Additionally, setting goals gives the organization a way to measure its progress and ensure that it is on track to achieve its vision so that the organization stays focused on the better allocation of resources. Lastly, through strategic planning, the organization can enhance the ability to adopt the environmental change required to stay in the market for a longer period.