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Performance management is a very important component of every organization’s life cycle. It is a process designed to evaluate the performance of each and every employee of the organization, and make sure that the activities and results of every action of an employee are completely aligned with the goals and objectives of the organization (Van Dooren, Bouckaert, & Halligan, 2015). It includes the setting of goals, standards, and benchmarks, coaching the employees, collecting feedbacks and then documenting appraisals. Performance management at one of the best organizations, Apple Inc., is very much close to an ideal performance management system, which is driven by culture and values.

Managers working in the human resources departments of any organization can bring an improvement in their performance management systems in multiple ways. The first and most effective method is to provide regular feedback to the employees. There should be regular providence of the response to the employees regarding their performance and behavior at the workplace, whether it is negative and positive. Moreover, human resources should make sure that the discussion of the appraisal starts with the appraisal form of the employee. This approach can help in the improvement of employee performance on the basis of actual data collected from their daily routine.

One of the best qualities of an ideal performance management system is that it is relevant, valuable and beneficial for the manager, employee and the organization as a whole (Cascio, 2016). It is widely accepted by the employees of the organization and can be used in the long term development of the employee. A manager can bring all these qualities in a performance appraisal by encouraging discussion by the employees. Moreover, the employee should be given credit where it is due. For example, an employee has shown commendable performance throughout the course of the performance appraisal, so he or she should be appreciated whether in terms of verbal appreciation or in the form of monetary compensation.

**References**

Cascio, W. F. (2016). Managing human resources. McGraw-Hill.

Van Dooren, W., Bouckaert, G., & Halligan, J. (2015). Performance management in the public sector. Routledge.