Employee Profile Case Study

Name (First M\_Last)

Institution Name

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**Employee 1 Performance Management Plan**

 Brown’s performance is good in the company but it can be made best, and his skills can help the company overachieve its goals and targets. As Brown is a baby boomer, he is unfamiliar with the latest and modern approaches of his work, and he has been managing with old tactics and techniques. If he is trained with the latest strategies, productivity can be increased. In doing that, meetings would be set with Jimmy brown to acknowledge thoroughly about his interests and expectations (CALDWELL, 2002). Keeping in mind that Brown is a baby boomer and has a military background, a scope statement document will be created, and it will be made sure that it gets on the same page as Brown.

 First, he will be trained. He will be trained well enough to grasp the key elements of dealing with technical equipment and software, and after that, he will be assigned his role. He will be expected to work according to his new training. His performance will be monitored throughout by surveillance cameras and computer trackers. It will be observed that how well he is performing his job with latest and modern strategies. Moreover, productivity and behavior of Brown and all the employees that are working under him will be observed as well.

It is illegal in the United States of America to read emails or personal chats of the employees without their consent. Brown will be acknowledged that his activities have been monitored on the computer and if he does not want to reveal anything person, then he needs to be careful in using PCs of the company.

To check the effectiveness of this approach, a summative evaluation will be applied ("Evaluation Approaches & Types « Pell Institute", 2019). Data will be gathered and analyzed to check the effective outcomes after the implementation of the approach. Through this evaluation, objectives and impacts of the plan will be checked. Moreover, more possibilities will be checked that can enhance the performance of Brown even more. If Brown is not coping up with the plan and finding it difficult to keep up with it, more ways will be taken into consideration for improvement of his performance.

**Employee 2 Performance Management Plan**

Michael Johnson has an emotionally disturbed background, and as the technology is getting advance every single day, his technical education is comparatively outdated. However, he has great experience in the professional field. He is working on a post that is not according to his professional background. His performance can be improved by clearing the clouds that are blocking his creativity level. At first, the meeting will be set with Johnson to acknowledge his problems, interests, and expectation. Keeping his background and current position in mind, his performance can be enhanced by counselling, appreciation, empowerment, and motivation. He can be appreciated in many ways, but by giving him autonomy and decision making power, he will feel more encouraged and work more passionately.

If the computerized platform is given to Johnson through which he can supervise employees that are under his supervision, he will somehow feel in touch with his field of work. Because of his technical background, it is expected that he won’t feel any difficulty in doing that, but if he finds it difficult to handle the latest software and techniques, he will be trained first. After the implementation of the new approach, he will be monitored by HR management through surveillance cameras and computer trackers to keep a check on his attitude in work, behavior with employees, time management, productivity and improvement in his overall performance.

 The company has no right to dig more about his personal life and enforce him to discuss his private psychological issues with the psychologist in the company. It will be illegal for a psychologist to share his personal information with the company or other employees without his consent. Moreover, the company will be bound to acknowledge him about the tracking of the computer system he is using. It is illegal for a company to have access to his personal emails so the company will sign an agreement with him that if he discloses his personal information on the system of the company, he will be responsible for its consequences and would not be able to challenge company for his actions later.

By formative evaluation, Johnson’s performance will be checked ("Evaluation Approaches & Types « Pell Institute", 2019). The effectiveness of the program, outcomes, target achievements and expected progressive change in Johnson’s attitude will be analyzed. More ways will also be taken into consideration if they are found to be effective to enhance the performance of Johnson.

References

Evaluation Approaches & Types « Pell Institute. (2019). Retrieved from <http://toolkit.pellinstitute.org/evaluation-101/evaluation-approaches-types/>

CALDWELL, C. M. (2002). *Performance Management: EBook Edition*. AMACOM Div American Mgmt Assn.