Performance Management -- Basic Concepts

(regarding performance of organizations, subsystems, processes or employees)

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Simply put, performance management includes activities to ensure that goals are consistently being met in an effective and efficient manner. Performance management can focus on performance of the organization, a department, processes to build a product or service, employees, etc. Information in this topic will give you some sense of the overall activities involved in performance management. Then you might enhance your understanding by reviewing closely related library topics referenced from the sidebar.

Sections of This Topic Include:

What Do We Mean by “Performance”?  
Performance Management in Perspective (different things to different people)  
Overall Goal and Basic Steps  
Key Terms  
Performance Plan (for organizations, subsystems, processes or employees)  
Performance Appraisal (for organizations, subsystems, processes or employees)  
Development Plan (for organizations, subsystems, processes or employees)  
Performance Management: Benefits and Concerns  
Performance Management During Rapid Change  
Performance Measurement: Guidelines, Myths and Examples  
General Resources

General Resources

Performance Measurement: Issues and Principles - extensive list of sources; many of them online  
Zigon Performance Group - extensive list of sources  
Human Performance Technology  
Listing of performance management articles

For the Category of Performance Management:

Related Library Topics

Recommended Books
For Your Own Performance Management, See Personal Productivity -- Recommended Books

For Employee Performance Management, See Supervision -- Related Books

For Group Performance Management, See Facilitation and Teams -- Recommended Books

For Organizational Performance Management, See Organizational Development -- Recommended Books

For Nonprofit Organizational Performance Management, See Nonprofit Capacity Building -- Recommended Books

General Information -- Books About General Topic of Performance Management

The topic of performance management can be scoped to individuals/employees, groups and organizations. Regardless of the scope of the process, there are many aspects in common. The following books are useful about these many common aspects. For books on a specific scope of the process, see the above recommended links.

To get more information about each of the following practical books, just hover your cursor over the image of the book. A “bubble” of information will be displayed. You can click on the title of the book in that bubble to get more information, too.