



DEPARTMENT OF MANGEMENT STUDIES

Guest Lecture on “Latest Trends and Practices in Performance Management Systems”

Title	Guest Lecture on “Latest Trends and Practices in Performance Management Systems”
Department	Department of Management Studies
Date	July 4' 2024
Time	11 AM to 1 PM
Speaker Name	Mr. Nihar Ranjan K Armee, Seasoned HR Practitioner and Consultant, SIPMA, Bangalore.
Brief Description	<p>The speaker for the session was Mr Nihar Ranjan Karmee, Seasoned HR Practitioner and Consultant, SIPMA, Bangalore where he addressed all the 3 section students of II semester students of MBA.</p> <p>Performance management systems have emerged as one of the key aspects that drive organisational success in today’s fast-paced and ever-changing industrial landscape. A performance management system is a specific set of tools, processes and practices that managers use to measure, monitor and improve the performance of the company’s workforce. Performance management is an ongoing process that involves setting achievable goals and expectations from employees, providing feedback and guidance, evaluating and monitoring performance, and taking corrective action whenever required.</p> <p>And having a high-performing workforce is a great way to improve overall business performance and gain a competitive edge over their competitors. Employee performance management is critical in today's workforce. With increasing competition and a rapidly changing economy, companies must foster a positive relationship with their employees to compete. This means implementing innovative strategies like employee social networks and technology-based performance management systems. As more organisations adopt gamification methods, performance management will become even more effective.</p> <p>In 2024, performance management trends will be shaped by the following:</p> <ol style="list-style-type: none">1. Employee engagement will be a top priority for HR departments.2. Innovative performance management strategies like employee social networks will be in play.3. Tracking and monitoring employee performance online will be commonplace.



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4. Gamification methods will be widely used in performance management programs, helping increase team members' motivation and engagement.

We thank our HOD, Dr. Rose Kavitha for arranging such an insightful session for the I year MBA students.

Images

ORIENTATION SESSION





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FINAL CONCLUDING SESSION

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