



# SRINIVAS UNIVERSITY

Mangalore-575001, Karnataka (India)

Research Centre for Performance Management

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**Ms. Krithi**

In this era of extreme competition, one of the strategies to be a successful organisation is to attract potential candidates and retain the key employees to have better and highly motivated workforce. nowadays in any industry whether it is small or big, human resource management not just play its traditional role as such but its dimensions to assess its employees performance and manage it with a new system which has evolved due to new developments in the field of HRM known as performance management.

Performance management is an ongoing process of communication between a supervisor and an employee that occurs throughout the year, in support of accomplishing the strategic objectives of the organisation. The communication process includes clarifying expectations, setting objectives, identifying goals, providing feedback, and reviewing results. Performance management system acts as a strategic tool and powerful foundation for the employees to achieve their ambitions and organisations to achieve their key financial goals.

The centre for research in performance management is founded in 2019 with aim of promoting research in area of performance management. The purpose of the centre is to link the related work from various researchers regarding performance management and to encourage publications of research papers in reputed journal. The research centre provides for exchange and creation of new innovative ideas relating to performance management.

## Working papers:

1. A study on effects of performance management on the workplace.
2. An analytical study of performance management system as a tool for effective performance .
3. A case study on performance management system in wipro.

## Members:

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