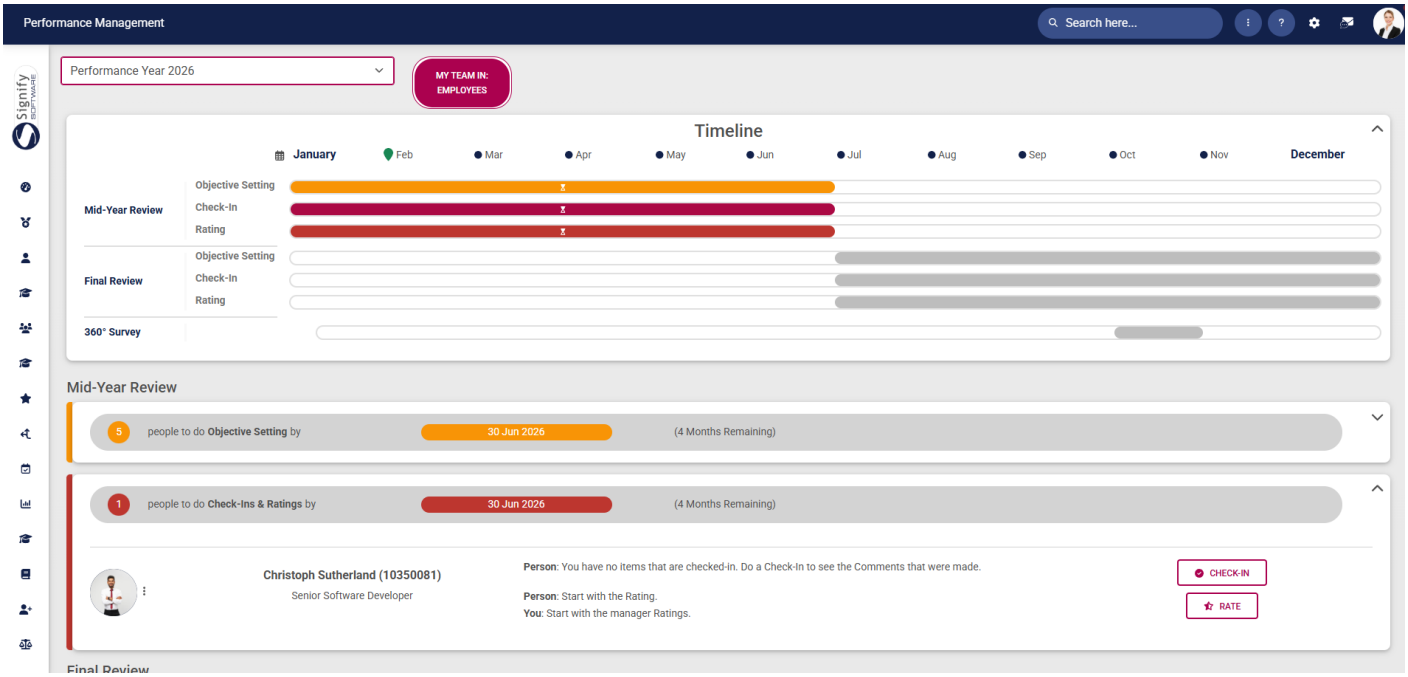
Overview of Performance Management

Performance management is crucial for building a high-performing workforce. It involves a structured process that aligns individual efforts with company objectives, fostering **ongoing improvement** and **accountability**. This chapter provides an overview of performance management, explaining its purpose, main elements, and importance in supporting employee growth and business achievement.



Core performance management involves setting clear **expectations**, tracking **progress**, and providing **feedback** to employees. This process includes multiple stages, starting from setting objectives and defining competencies, to conducting regular check-ins and identifying opportunities for growth. It is a dynamic, ongoing process that enhances engagement and productivity.

Throughout this chapter, you will explore the foundational elements of performance management and understand how it integrates into the broader HR framework. You will also learn about the mutual **benefits** of this process, as it helps employees reach their potential while providing value to the company.

By the end of this chapter, you will have a clearer understanding of performance management and its critical role in modern HR practices. This knowledge will provide a strong foundation for exploring subsequent chapters, which will offer more detailed guidance on implementation and best practices.



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