

University of New Hampshire

University of New Hampshire Scholars' Repository

M.S. in Leadership

College of Professional Studies Granite Division

Spring 2018

A Consideration of the Performance Management Debate and its Effect on Business Results

Coreen Blanton
Granite State College

Follow this and additional works at: https://scholars.unh.edu/ms_leadership

Recommended Citation

Blanton, Coreen, "A Consideration of the Performance Management Debate and its Effect on Business Results" (2018). *M.S. in Leadership*. 69.

https://scholars.unh.edu/ms_leadership/69

This Capstone is brought to you for free and open access by the College of Professional Studies Granite Division at University of New Hampshire Scholars' Repository. It has been accepted for inclusion in M.S. in Leadership by an authorized administrator of University of New Hampshire Scholars' Repository. For more information, please contact Scholarly.Communication@unh.edu.

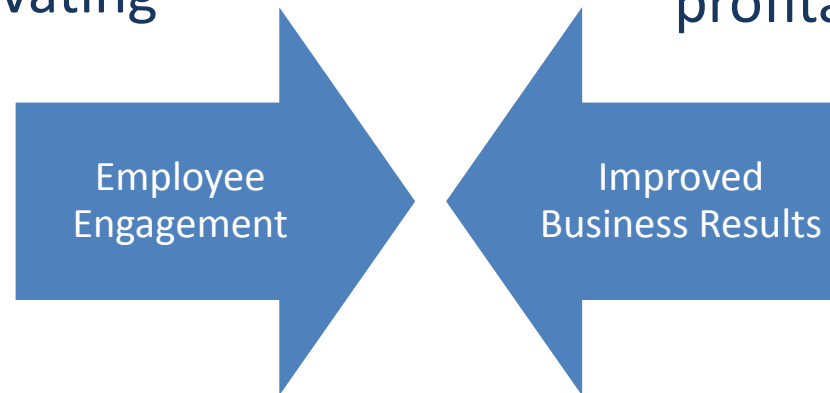
A CONSIDERATION OF THE PERFORMANCE MANAGEMENT DEBATE

Coreen Blanton
M.S. in Leadership
2018

Granite State College

Performance Management Debate

- Key Arguments Against
 - Feedback happens too late
 - Goals don't change with business objectives
 - Expensive and demotivating
- Gallup's (2013) Q12 Employee Assessment links employee engagement and business performance outcomes, including profitability.



Sorenson, S. (2013). How employee engagement drives growth. *Gallup Business Journal*. Retrieved from <http://www.gallup.com/businessjournal>

Effective Performance Management

- Meaningful work
- More frequent discussions about performance & development
- Real-time feedback
- Recognition & reward

