

UNIT –IV

PERFORMANCE MANGEMENT

- **Performance management (PM)**
includes activities which ensure that goals are consistently being met in an effective and efficient manner. Performance management can focus on the performance of an organization, a department, employee, or even the processes to build a product or service, as well as many other areas.
- PM is also known as a process by which organizations align their resources, systems and employees to strategic objectives and priorities.

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TRAINING

- **Training** is teaching, or developing in oneself or others, any skills and knowledge that relate to specific useful competencies. Training has specific goals of improving one's capability, capacity, productivity and performance.

TRAINING & DEVELOPMENT

- **Training and development** is a function of human resource management concerned with organizational activity aimed at bettering the performance of individuals and groups in organizational settings.

- Training and development can also be described as 'an educational process which involves the sharpening of skills, concepts, changing of attitude and gaining more knowledge to enhance the performance of employees^[1] It has been known by several names, including "Human Resource Development", "Human Capital Development" and "Learning and Development"