Management of Employee Participation and Engagement in Addition to Performance Analysis

Kumaraswamy B[1] and Dr. Naresh Kumar Gupta[2]

Research Scholar, Department of Commerce and Management[1]

Research Guide, Department of Commerce and Management[2]

Sunrise University, Alwar, Rajasthan, India

Abstract: *Managing performance Employee involvement Managing talent Staff work conditions Modern companies are relying more on performance management tools to improve work performance. Implementing a performance management system that encourages employee participation may be the best way to increase performance. To do this, we use a novel performance management strategy that analyzes employee engagement and its major factors at every level. Our engagement management methodology combines the article's core themes with an alternate viewpoint on employee engagement creation and administration to improve job performance.*

Keywords: performance analysis, performance management.

REFERENCES

[1]. Armstrong, M. (2000). Performance management: Key strategies and practical guidelines. London, UK: Kogan Page Limited.

[2]. Ashford, S. J., & Black, J. S. (1996). Proactivity during organizational entry: The role of desire for control. Journal of Applied Psychology, 81(2), 199−214. Atwater, L. E., Brett, J. F., & Cherise-Charles, A. (2007). Multisource feedback: Lessons learned and implications for practice. Human Resource Management, 46,

[3]. 285−307.

[4]. Bakker, A. B., & Demerouti, E. (2007). The job demands–resources model: State of the art. Journal of Managerial Psychology, 22, 309−328. Bakker, A. B., & Demerouti, E. (2008). Towards a model of work engagement. Career Development International, 13, 209−223.

[5]. Bakker, A. B., Demerouti, E., & Verbeke, W. (2004). Using the job demands–resources model to predict burnout and performance. Human Resource Management, 43, 83−104.

[6]. Bakker, A. B., Hakanen, J. J., Demerouti, E., & Xanthopoulou, D. (2007). Job resources boost work engagement, particularly when job demands are high. Journal of Applied Psychology, 99, 274−284.

[7]. Banks, C. G., & May, K. E. (1999). Performance management: the real glue in organizations. In A. I. Kraut & A. K. Korman (Eds.), Evolving practices in human resource management (pp. 118−145). San Francisco, CA: Jossey-Bass.

[8]. Baron, R. (1988). Negative effects of destructive criticism: impact on conflict, self-efficacy, and task performance. Journal of Applied Psychology, 73, 199−207. Bass, B. (1985). Leadership and performance beyond expectations. New York: Free Press.

[9]. Bateman, T. S., & Crant, J. M. (1993). The proactive component of organizational behavior: A measure and correlates. Journal of Organizational Behavior, 14, 103−118.

[10]. Bates, S. (2004, February). Getting engaged. HR Magazine, 49(2), 44−51.

[11]. Baumruk, R. (2004). The missing link: The role of employee engagement in business success. Workspan, 47, 48−52.

[12]. Bono, J. E., & Judge, T. A. (2003). Self-concordance at work: Toward understanding the motivational effects of transformational leaders. Academy of Management Journal, 46, 554−571.

[13]. Borman, W. C., & Motowildo, S. J. (1993). Expanding the criterion domain to include elements of contextual performance. In N. Schmitt & W. C. Borman (Eds.),

[14]. Personnel selection in organizations (pp. 71−98). San Francisco: Jossey-Bass.

[15]. Buchner, T. W. (2007). Performance management theory: A look from the performer's perspective with implications for HRD. Human Resource Development International, 10, 59−73.

[16]. Cameron, K. S., & Caza, A. (2004). Contribution to the discipline of positive organizational scholarship. American Behavioral Scientist, 47, 731−739. Cameron, K. S., Dutton, J. E., & Quinn, R. E. (2003). Positive organizational scholarship. San Francisco, CA: Berrett-Koehler Publishers Inc.

[17]. Cardy, R. L. (2004). Performance management: Concepts, skills, and exercises. Armonk, NY: M. E. Sharpe.

[18]. Carver, C. S., Scheier, M. F., Miller, C. J., & Fulford, D. (2009). Optimism. In S. J. Lopez & C. R. Snyder (Eds.), Oxford handbook of positive psychology (pp. 303−311).

[19]. Oxford: Oxford University Press.

[20]. Cawley, B. D., Keeping, L. M., & Levy, P. E. (1998). Participation in the performance appraisal process and employee reactions: A meta-analytic review of field investigations. Journal of Applied Psychology, 83, 615−633.

[21]. Cropanzano, R., Bowen, D. E., & Gilliland, S. W. (2007). The management of organizational justice. Academy of Management Perspectives, 21, 34−48. Cropanzano, R., & Mitchell, M. S. (2005). Social exchange theory: An interdisciplinary review. Journal of Management, 31, 874−900.

[22]. Csikszentmihalyi, M. (1990). Flow: The psychology of optimal experience. New York: Harper & Row.

[23]. Dalal, R. S., Brummel, B. J., Wee, S., & Thomas, L. L. (2008). Defining employee engagement for productive research and practice. Industrial and organizational psychology, 1, 52−55.

[24]. Das, H. (2003). Performance management. Toronto, Ontario: Prentice Hall.

[25]. Delery, J. E., & Doty, D. H. (1996). Modes of theorizing in strategic human resources management: Test of universalistic, contingency, and configurational performance predictions. Academy of Management Journal, 39, 802−835.

[26]. Demerouti, E., Bakker, A. B., Nachreiner, F., & Schaufeli, W. B. (2001). The job demands–resources model of burnout. Journal of Applied Psychology, 86, 499−512.

[27]. Demerouti, E., & Cropanzano, R. (2010). From thought to action: Employee work engagement and job performance. In A. B. Bakker & M. P. Leiter (Eds.), Work engagement: A handbook of essential theory and research (pp. 147−163). Hove, East Sussex: Psychology Press.

[28]. Dobbins, G. H., Cardy, R. L., Facteau, J. D., & Miller, J. M. (1993). Implications of situational constraints on performance evaluation and performance management.

[29]. Human Resource Management Review, 3, 105−128.

[30]. Elicker, J. D., Levy, P. E., & Hall, R. J. (2006). The role of leader–member exchange in the performance appraisal process. Journal of Management, 32, 531−551. Fletcher, C., & Perry, E. L. (2001). Performance appraisal and feedback: A consideration of national culture and a review of contemporary research and future trends.

Copyright to IJARSCT
www.ijarsct.co.in

DOI: 10.48175/568

ISSN
2581-9429
IJARSCT

1192