

A Study of Performance Management System and its Impact on Employee Efficiency w.r.t. Bharti Airtel

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Abstract: *Almost every company has a performance management system or conducts performance reviews with employees. However there is little research that demonstrates the performance management system is effective at modifying performance, especially in knowledge workers. The intent of this paper is to provide a reference and set of case studies for management to use to better understand the process of performance management within their organization. The paper provides a summary of the guidelines laid out in current literature, which we found had considerable consistency. Based on three companies analyzed the paper provides recommendations to managers for how they can work within the boundaries of their system to conduct more effective performance reviews*

Keywords: performance management, employee efficiency, Performance appraisal

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