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## Employee Performance Management

Employee Performance Management requires managers and employees to take time out, think and plan their workforce management initiatives and Performance Objectives. This web site has been designed to assist individuals and organisations who specialise or have an interest in [Employee Performance Management](#) for the entire workforce. We believe that in order for workforce management to be effective there needs to be a process of planning and [writing performance objectives](#) for each employee and manager and then measuring the success of key performance indicators on a regular basis.

The [Performance Management](#) philosophy is about effective management processes which help organisations to achieve specific and measurable outcomes. This is often called [Management by Objectives](#) which is a philosophy widely attributed to Peter Drucker from his 1954 book "The Practice of Management."

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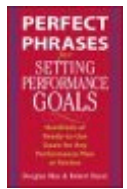
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Performance Management by Robert Bacal



The Workforce Scorecard by Mark A. Huselid



Perfect Phrases for Setting Performance Goals by Douglas Max

Employee Performance Management has particular applicability to knowledge based organisations and is therefore highly applicable to most Australian industries, organisations and institutions.

PMIA is dedicated to promoting the practice of Employee Performance Management throughout Australia, which presently appears to lag the US and UK by approximately two to three years. This is evidenced by various research papers and surveys available elsewhere on this website.

During 2007, we are setting up Australia's largest research study of Senior Manager Performance Management with Royal Melbourne Institute of Technology and La Trobe University. Please contact us if you would like to participate.

Our mission is to promote Worlds Best Practice in Employee Performance Management to Australian businesses, corporations, not for profit and government organisations.

We will achieve our mission by providing up to date research, news and information on the state of Performance Management around the world, funding research into Performance Management and by providing learning, training and consulting services to Australian organisations.

[Click to Watch Performance Management Videos](#)

performance and balanced scorecard

- ▶ A New Human Capital Index for Investing

Members ONLY

- ▶ The Great Divide - Australians' Attitudes to Work
- ▶ Human Factor 1 - Taking a less subjective approach to investment decisions
- ▶ Human Factor 1 - Taking a less subjective approach to investment decisions
- ▶ Human Factor 2 - Rating the human factor, why it matters in the investment process
- ▶ The Journey of Performance Management
- ▶ Culture's Constraints: The effect of culture on performance management: A seven country study - Associate Professor

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