

# VILLA MARIE DEGREE COLLEGE FOR WOMEN

(Affiliated to Osmania University)

Somajiguda, Hyderabad

AN ISO 9001-2015 CERTIFIED INSTITUTION



Department of Business Management[UG] - BBA [HR]  
in association with IQAC

Organizes a Guest Lecture on

## PERFORMANCE MANAGEMENT SYSTEM



23rd November, 2022



A P J ABDUL KALAM  
AUDITORIUM

Time: 9 am to 11 am

Target Audience:

BBA III yr(HR) & BBA II yrs



**Mr. Ram Gurazada**

Delivery Head, Infosys

The department of business management (ug) - BBA

GUEST LECTURE

ON

# PERFORMANCE MANAGEMENT SYSTEM

23 November, 2022





# How About Some Psychology?

- Dunning & Kruger Effect
- Imposter Syndrome
- Recency Effect
- Halo and Horn Effect
- Similar to me Effect
- Primacy Bias
- Liniency Bias

Presentation title



# Performance Mgt Cycle



## Planning

define

## Monitoring

Track Progress regularly  
Assess progress  
Mitigate Obstacles

## Reviewing

Evaluate Progress  
Balanced Scorecards, KPIs  
Mgt By Objectives  
Budget Driven  
PIP, 360 Feedback

## Rewarding

Performance Evaluation  
Performance Development Plan  
Rewards  
Recognition



Performance Management - PowerPoint (Product Activation Failed)

HOME INSERT DESIGN TRANSITIONS ANIMATIONS SLIDE SHOW REVIEW VIEW

Clipboard % Slides

Font: Paragraph

Shapes Arrange Drawing

Shape Fill Shape Outline Shape Effects

Field Fillpiece Select Editing

1 2 3 4 5 6 7 8

**Talent Mobility ( % of non-core J14+ talent with lesser than 24 (+ve goal)**

| Target (%) | Actuals (%) | PTA (%) |
|------------|-------------|---------|
| 72         | 81.14       | 112.69  |

**% of JL 3 and below in production (+ve goal)**

| Target (%) | (%) |
|------------|-----|
| 35         |     |

SLIDE 6 OF 10 ENGLISH (INDIA)

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## Summary

Performance Management – A means to bring in competitive advantage,

Consistent performance across departments













Mr. Ram gurazada

ery Head  
fosys



# Summary

Performance Management – A means to bring in competitive advantage.

Consistent performance across departments



station title