

Leadership Talk

24th September, 2019



Xavier School of Human Resource Management deemed it an honor and privilege to have Dr Aquil Busrai, CEO, Aquil Busrai Consulting on the 24th September 2019. Dr Aquil delivered a talk on “**Evaluation of Performance Management and its future**”- an insightful talk neatly tailored with humor.

Performance Reviews have been in place for generations, but only in the recent past we have exerted our efforts in trying to understand the process of Performance Management. Are your employees Motivated or Demotivated? The answer to this is a

direct result of the adopted Performance Management System. Dr Aquil, thus, drove home the importance of having a **robust and a transparent Performance Management System (PMS) in an organization.**

The talk mainly focused on the evolution of the Performance Management system and its significance in the upcoming years. Dr Aquil gave a crisp timeline of the PMS. The 1970s focused only on organizational goals and not much heed was paid to personal goals and development. The 1980s brought with it, the feature of Annual Appraisals embedded with **MBO- Management by Objectives**, a fairly new and interesting concept that allowed individuals to set **SMART goals** and work towards achieving it. The **Bell Curve system** in the 1990s focused on setting strict boundaries for the performers and nonperformers, who were further appraised on a mid -year basis. As we move on, we currently welcome **skip-level meetings**, that relaxes the hierarchy, something akin to the open-door policy. This has also paved way for the **360-degree feedback** that is being followed in most organizations these days. The recent times has also seen a fall in the adoption of the bell-curve appraisal in organizations.



Dr Aquil strongly felt that the future of PMS would be an appraisal cycle focused more on **Individual Contribution and also that the PMS would aid in a culture building legacy.** The talk fitted in various examples of different organizations adopting different performance management systems and was a very engaging, appealing talk that made two hours fly in no time!