

**ಎಇಎಸ್ ಇನ್ಟ್ ಟ್ಯೂಟ್ ಆಫ್ ಅಚ್ಚಾನ್ಫ್ ಮ್ಯಾನೇಜ್ ಮಂಡ್ ಸ್ಟ**ರ್ಡಿಕ್

(ಕಿರುಮ ವಿಶ್ವವಿಧ್ಯಾನಿಲಯದ ಸಂಯೋಜನೆಗೊಳಪಟ್ಟಿದೆ ಮತ್ತು ಕರ್ನಾಟಕ ಸರ್ಕಾರದ ಮಾನ್ಯಕ ಮತ್ತಿದೆ) ಎನ್ ಹೆಚ್ 206, ಸಾಗರ ರಸ್ತೆ, ಶಿವಮೊಗ್ಗ – 577 204 (ಕರ್ನಾಟಕ)

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## PES Institute of Advanced Management Studies

( Alfiliated to Kuvempu University, Recognized by Govt. of Kamataka)

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N H-206, Sagar Road, Shivamogga - 577 204 (Karnataka)

Name of the programme: Guest Talk

## Report:

A guest talk was held on 29<sup>th</sup> of November 2019 for III Semester M.Com students on **Performance Appraisal Methods** by Ms. Aruna, Manager, CDC, PESITM. Ms. Roopashri, Faculty Coordinator for M.Com course introduced the guest. The talk started with a discussion on basic meaning and importance of performance appraisal. She explained the elements that comprise performance management system namely goal setting, formal appraisal process and development plans lack of clarity among employees regarding their goals can result in problems in the future. She opined that a systematic appraisal of employees' of their performance on a variety of indicators and indexes that help benchmark their progress on a prolonged path to progress and sustainable growth. It also helps to point out their strengths with regard to competitors and initial outlined objectives.

## **Objectives:**

1. To pave way for students to get maximum exposure to real life experiences.

2. To assist the students learn about performance appraisal

## Outcome:

The session was very informative and helped the students understand the practical aspects of performance management.





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