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Performance Management Solved GDB ENJOY

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Yes I agree with **Senior executives, because as a manager** You as a employee may wish to enlist the support of your manager. He/she can give you the benefit of his or her experience and provide input and support before proceeding.

Manager can provide the procedural and regulatory guidance as well as assistance in looking at alternatives and providing resources, intervention strategies, and other support.

As a manager You may feel that dealing with performance problems is a real challenge. Experienced supervisors often say that it is one of the toughest parts of their job. However, it is a key responsibility in your management or supervisory function, and failure to address under-performance can have a significant long-term impact on the team's morale and the achievement of your collective goals.

By failing to address poor performance, you are sending a clear message to other employees that they need not meet their performance expectations and they should not expect any consequence for their unacceptable behavior. Poor performance normally gets worse over time – rarely does it correct itself without action on the part of the manager or supervisor. Taking action against one employee does not lower morale amongst other employees. In fact, the opposite is true. Often taking action leads to a more productive work environment. If you know or suspect that an employee is performing poorly, you should at the earliest possible opportunity arrange a meeting with the employee concerned. You should first advise the employee in writing of the reasons why it is necessary to initiate this process and arrange the meeting with the employee.

So we can conclude that manager is responsible for performance.