

**Importance of Feedback From Line Managers
when Evaluating Employee Performance**



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**Topic of Research: Importance of Feedback From Line Managers When
Evaluating Employee Performance**

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ABSTRACT

This study examines the importance of feedback given to employees on their performance by their senior line managers in hierarchical level of telecom sector organizations working in Pakistan. Feedback has an important role in improving an employee's short-term and long term performance in respect of their career development. Previous research has suggested that feedback interventions do not always lead to improvements in employee performance and suggests that this may be due in part to individual differences affecting attitudes to feedback. The impact of differences relating to importance and credibility of feedback on employee performance has been evaluated by taking sample of 248 employees. Responses were collected through adopted questionnaire, then evaluated by SPSS and results were analyzed accordingly. The findings demonstrate the importance of providing regular feedback to all employees. It was found that more experienced employees value importance of feedback for employee performance.

Keywords: Employee Performance, Feedback, Credibility of feedback, Telecom Sector Organizations

Dedication

To my Beloved & Respected

Parents & Family

Declaration Form

I, **Omais Hassan, Enrollment No: 01-221182-036**, hereby declare that the thesis has been submitted by me in the partial fulfillment of the requirement for the degree of MBA and this thesis presents research carried out at Bahria University Islamabad Campus and aims at encouraging discussion and comments. The observations and viewpoints expressed are the sole responsibility of the author. It does not necessarily represent the positions of Bahria University Islamabad Campus or its faculty. I also understand that if evidence of plagiarism is found in my thesis at any stage, even after the award of my degree, the work may be cancelled and the degree revoked.

Date 19/12/2019

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