

Bahria University Islamabad

Performance Progress Plan (P3); a design to overcome the employee evaluation problem, at Drug Services

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Abstract

The purpose of the project was to align the perception of employee and the employer regarding the performance management system and to meet the employee's expectation level regarding their routine work, rationally. The company did not have a formal appraisal system due to which the organization thought they need a proper PMS (Performance Management System) so that they will be able to retain their employees and will get to know more about employee's psyche. A survey questionnaire was conducted from the staff and field force of Drug Services. To resolve this issue P3 was designed to overcome the evaluation problem. It consisted of three forms so that everyone in the organization can be evaluated on fair basis. The forms were made for the executives, office staff and field force of Drug Services. By implementing P3 Drug Services' problem will be resolved and they will not have to face employee turnover instead they will be more committed towards the organization. They will built a string trust towards Drug Services, as earlier the evaluation was based on only quantity and they wanted the quality of work as well to be evaluated. With the implementation of P3 it will cover both aspects quantity as well quality of the work, side by side.

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