

**“Study of Performance Management System and How
PMS is integrated with other organizational functions to
achieve strategic goals at Zong(CM Pak)”**



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ABSTRACT

The objective of the project to study the performance management system being practiced by CMPak (Zong) Pakistan, its effect on the job performance of the employees and how PMS is integrated with other organizational functions to achieve strategic goals of the organization. Through detailed study of the organization, we identified that the correct implementation of Performance Management System (performance evaluation, appraisal and the feedback process) has a great persuasion on employee's performance, satisfaction and motivation.

Our study also reveals that although PMS is not fully implemented however employees are generally satisfied with the current performance management system prevailing in Zong. Employees are motivated and committed to achievement of organizational goals. Various organization functions are integrated which contribute towards achieving of goals. HR department, being sponsor of the PMS, is striving to further improve the existing PMS.

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