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An effective performance management process strives to cultivate employee growth. Just as farmers water their crops while removing barriers to their growth, performance management should allow employees to overcome challenges and fulfill their potential. This is rooted in an understanding of

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the more abstract goals and objectives at board level into more practical operational goals and The provision of feedback is a major component of effective performance management. Managing staff performance is an effective mechanism for developing both staff and organizational growth. By clarifying an organization's objectives, translating these into clear individual goals, and reviewing these goals regularly, performance management provides a well-structured and effective management tool.

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