

THE IMPACT OF PLANNING THE PERFORMANCE OF THE EMPLOYEES ON ORGANIZATIONAL PERFORMANCE IN THE SMALL AND MEDIUM ENTERPRISES

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ABSTRACT

The process of managing with the performances of employees in organization is a factor that increasingly effects of organizational effectiveness. Performance management has been imposes as dominant managerial paradigm, in terms, of creating the conditions for competition among at small and at medium enterprises.

In this paper, is elaborated the question of the impact, of planning the performance of employees based on organizational performance in small and medium enterprises. For this purpose, is necessary adequately to set the goals of the organization and as well their proper alignment with the goals of employees. Also, you need to set standards on the performance of employees, and as well responsibilities of the performances of employees, in order to create conditions for policy-making of the organization in terms of managing the performance of the employees.

In this study, primary data were obtained using a structured questionnaire, and data analysis was performed using the statistical program SPSS (Statistical Program for Social Sciences).

KEYWORDS: Planning Performance, Organizational Performance, Small and Medium Enterprises