

Kapitulli 13: "PERFORMANCAT E NEVOJSHME TË BURIMEVE NJERËZORE"

- Më 1995, Valters i ka definuar performancat menaxherike si *"proces të përparimit, të kryerjes sasiorë dhe cilësorë të punës dhe orientimin e të gjitha aktiviteteve në drejtim me qëllimet."*
- Në jetën e përditshme hasim në vlerësimin e performancave:
 1. Për ndërmarrjen,
 2. Për personelin e ndërmarrjes,
 3. Për menaxherët,
 4. Për pajimet, teknologjinë etj.
- Për ta bërë vlerësimin e performancës përdoren kriteret formale dhe joformale.
- **Kritere formale** konsiderohen ato kritere të cilat janë të bazuara në procedura standarde të vlerësimit.
- **Kritere joformale**, kur kemi të bëjmë me ndonjë vlerësim që më tepër është subjektiv, intuitiv dhe pa mbështetje.

Qëllimet e vlerësimit të performancave janë:

- **Së pari**, për t'i informuar burimet njerëzore lidhur me efektet e tyre të punës, për t'i bërë ata me dije se ku i kanë anët e dobëta dhe të forta dhe çka duhet të ndërmarrin që t'i përmirësojnë anët e dobëta, që puna e tyre të jetë e suksesshme.
- **Së dyti**, nëpërmjet performancave, menaxherët e ndërmarrjes informohen me të gjitha informacionet relevante lidhur me pagat, nevojat e burimeve njerëzore për plotësimin e njohurive, për të rekrutuar etj.
- **Vlerësimi i performancave** te personeli i ndërmarrjeve më së shumti bëhet sipas këtyre kritereve:
 - Cilësia e punës, sasia e punës, iniciativa, inovacionet, njohuritë shkencore, kreativiteti, siguria, komunikimi, vetiniciativa, shkathtësia, aftësia, qasja ndaj ndërmarrjes etj.
- **Analiza e performancave** kalon nëpër disa shkallë:
 - Shkalla e parë - Vlerësimi i rezultateve të punës për çdo të punësuar,
 - Shkalla e dytë - A është i arsyeshëm dhe efikas angazhimi i mjetëve në edukimin e punëtorëve,
 - Shkalla e tretë - Duhet të gjejë ndryshimin ndërmjet kategorive "nuk mundem" dhe "nuk dua",
 - Shkalla e katërt - Të caktohen standardet dhe t'u tërhiqet vërejtja për dështimet e tyre.
 - Shkalla e pestë - Të evitohen pengesat,
 - Shkalla e gjashtë - Stërvitja për ngritjen e aftësive, diturive dhe shkathtësive.
 - Shkalla e shtatë - për profesionalizëm, rikualifikim, nuk mjaftojnë vetëm ushtrimet,
 - Shkalla e tetë - Ndërrimi i punës me pëlqim të menaxherit ose e marrëdhënies së punës.

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