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**Retrofit's Performance Management**

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### **Retrofit's Performance Management Case Study**

The retrofit application was used to monitor the employee's performance. The application monitors daily habits, including overall food intake, rest, body weight, and physical exercise. The program then links users with a trainer to assist them in encouraging healthy behavior. This software aided in giving feedback to the staff twice per month. This is a method of providing feedback to employees based on the data obtained. The Organizational Behavioral Management (OBM) approach is a performance measurement that I feel is relevant to this situation. OBM is a strategy for controlling individual behavior via a structured system of feedback and compensation (Noe et al., 2017). Retrofit is attempting to foster a healthy culture among its staff. It is a method of managing their staff by providing feedback and coaching to encourage better staying on track.

Moreover, employee feedback is a very effective tool. According to Noe et al. (2017), employee feedback can build and develop the employees in a business, enhance levels of confidence and cooperation, and establish relationships between staff and management if provided appropriately. The managers at Retrofit should be specific with the employees regarding what areas should be improved. In this regard, the feedback ought to be solution-oriented, concise, and straight to the point. In addition, managers must be explicit about what they want the worker to accomplish or provide direction on how they might put the criticism to use.

Also, employees do not want everyone to know about their performance because most people dislike being the center of attention. In this respect, the managers can consider approaches like a written response, which gives the management enough time to reflect and provide

meaningful feedback. More importantly, when meeting employees, the manager should give feedback while focusing on the performance and not the employee's character.

### Reference

Noe, R. A., Hollenbeck, J. R., Gerhart, B. A., & Wright, P. M. (2017). Fundamentals of human resource management.

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