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Presentation Administration

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Introduction

Presentation administration refers to activities put forward by the management to improve the efficiency of the firm's activities, such as performance of human resources, production, and overall efficiency of the organization. This report will conduct a literature review on some articles relating to presentation administration. The report will analyze Biron et al. (2011), which talks about management performance against the second journal by a different author who talks about the same subject. Further, the report will critically compare and contrast the arguments from the two articles by clearly showing the similarities between the two articles and the differences between them. Further, the report will review the argument of the other six articles from different authors and discuss their views concerning presentation administration. The report will compare other theories used by other authors to identify if there are any similarities in the application of theories in their research work or not.

Definition of presentation administration

Buren et al. (2011) define presentation administration as all those activities put forward by a firm to enhance the efficiency of the organization's individual, units, and general efficiency operation. The authors define presentation administration as all those activities involved in optimizing those activities or the organization's performance (Michal Biron, Elaine Farndale & Jaap Paauwe, 2011). These activities involve improving the efficiency of individuals in the organization and also the production of the organization.

Victor et al. (2012) define presentation administration as a means through which the firms implement strategic decisions concerning the management of the firm's workforce (Victor Haines & Sylvie St-Onge, 2012). There is a more remarkable similarity in the definition of presentation administration of the firms. Both authors have defined presentation administration as activities

used by the firm to improve its efficiency in operation. However, Victor et al., (2012) article emphasize on implementation of organizational strategies to develop an effective workforce through activities such as employee training and development, while Buren et al. (2011) suggests that presentation administration is involved in the development or improvement of specific units and individuals ¹ to improve the overall efficiency of the organization.

There are similarities in the definition of presentation administration from Buren et al. (2011) and Armstrong (2021), as the author suggests that presentation administration involves all those activities to improve the organization's performance. The author further suggests that presentation administration involves the improvement of specific activities such as teams and individuals who contribute to the organization's efficiency. This definition is also similar to Victor et al., (2012) definition.

Other scholars such as Cardy et al. (2014) define presentation administration as to how the employee and the managers communicate in a firm. This definition contrasts Saxena et al. (2020) also the definition of presentation administration since Saxena states that presentation administration involves all activities involved in improving the performance of an organization and the development of the entire organization. Pasha (2017) states that presentation administration involves tactical ways of creating and sustaining employees' efficiency to improve the organization's activities. On the other hand, Walters and Helman (2020) suggest a different definition of presentation administration which states that all those activities involved giving direction and support to employees to enhance efficiency in the organization. From the definition from different authors, it is clear that presentation administration aims at improving the efficiency of the organization's operations.

Content comparison between the articles

According to Biron et al. (2011), presentation administration is one of the essential elements that influences the growth of both the public sector and firms in the private sector. The author suggests that the presentation administration method facilitates the efficiency of the operation in both the private and public sectors. The author further states that organizations are applying several strategies and tactics to improve the performance in their organizations; this is because presentation administration helps to increase the efficiency of the firm's operation and the overall growth of the organization. The author also raised some arguments for the use of presentation administration in the organization.

One of the arguments for using presentation administration in the organization is that it helps the firm develop a competitive strategy against the competitors. The author illustrates that the use of presentation administration strategies helps improve the firm's operations relative to those of the competitors, hence giving the organization a competitive advantage against other competitors in the industry. However, the author criticizes the presentation administration technique arguing that the system is reactive rather than proactive hence making it ineffective. The author further suggests that implementation of this presentation administration may create problems concerning employment.

Victor et al. (2012) give a similar view to Biron et al. (2011) as the author suggests that those organizations that emphasize presentation administration programs achieve an effective workforce. The findings from the author's research suggest that all those organizations that implement presentation administration practices improve the firm's output. Similarly, the authors give a similar suggestion concerning presentation administration; the authors state that aligning presentation administration objectives with organization strategic objectives is one of the most effective ways of implementing presentation administration strategy. Both authors agree that

developing an effective presentation administration system helps create a competitive strategy against competitors.

Biron et al. (2011) apply the use of signaling theory in their research work to analyze the organization's tactic, which acts as a signal to enhance the organization's efficiency. The researcher suggests that the use of clear signals helps build a good relationship between the employees and the management hence increasing the performance of employees. Victor et al. (2012) provide that organizations that emphasize practices such as employee recognition help build a more reasonable task force through presentation administration. The author investigates the organizational behavior strategy when considering presentation administration in the organization. The author also agrees with Buren et al.'s (2011) argument that effective use of presentation administration programs helps develop a competitive strategy among the competitors. The author also criticizes the application of presentation administration, saying that a lack of support by top-level management may hinder the implementation of the strategy.

A comparison of Armstrong's (2021) and Schmidle's (2011) perception concerning presentation administration is evident, whereby there are some similarities and differences concerning both authors' ideas. Schmidle (2011) suggests that presentation administration has not been saucerful in public entities due to various factors. The author suggests that organizational behaviors are the critical tool used to enhance the successful implementation of presentation administration in an organization (Schmidle, 2011). Armstrong (2021) supports this idea that understanding the organization behaviors is the key to the development and practice of an efficient presentation administration system (Armstrong, 2021). one of the differences that exist between the two authors is that Armstrong suggests that the best way to improve presentation administration is by adopting fewer formal methods and promoting interaction

between the employees and management. Armstrong's case for presentation administration is similar to that of Biron. The significant difference between Armstrong (2021) and Schmidt is that Armstrong focuses on public organizations while Schimidle focus is on both private and public organizations.

Cardy and Leonard (2014) provide that aligning the firm strategic goals with presentation administration goals is one of the most effective ways to promote presentation administration implementation. The author further suggests that incorporating this strategy helps provide an effective presentation administration system (Cardy & Leonard, 2014). Further, the author argues on the case for presentation administration, stating that it facilitates a better relationship between the employer and the employee. Saxena, Srivastava & Rana (2020) supports Cardy and Leonard's (2014) suggestion that incorporation of performance strategy improves the efficiency of the presentation administration program of the organization (Saxena, Srivastava, & Rana, 2020). However, Saxena, Srivastava & Rana does not explain various tools used to implement various presentation administration techniques. Lastly, the article does not provide any limitations of using presentation administration systems.

Pasha's (2017) argument for presentation administration systems is that they can help to reduce crime. Pasha suggests that police officers' use of presentation administration techniques can help reduce crime in a country (Pasha, 2017). The author further illustrates that the presentation administration method can only be effective if the top-level management supports the system. The author clearly states that presentation administration may be ineffective in the police department if a favorable organizational culture does not support it. David Walters and Helman's (2020) case about presentation administration is different from Pasha's because it mainly discusses how to add value to the employee on a short-term basis by presentation

administration (Walters, & Helman, 2020). The authors critically identify the key factors that help to add value to their product. The limitation of this article is that it fails to illustrate the shortcoming involved in implementing the presentation administration practices.

Conclusion

The report presentation administration is all those activities put forward by a firm to enhance the efficiency of individuals, units, and general efficiency operation of the organization. The authors define presentation administration as all those activities involved in optimizing those activities or the organization's performance. Different authors argue that presentation administration is an essential item as it facilitates the efficiency of the organization. However, some authors state that one of the significant limitations of presentation administration is that it may cause employment issues between the employer and the employee. Finally, from the research conducted by many authors, it is clear that support by top-level management facilitates the implementation of presentation administration strategies.

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