

OUR PLACE IN THE WORLD

Are Kiwis leading the charge when it comes to Performance Management?



OUR PLACE IN THE WORLD

How do we measure up compared to other countries when it comes to cutting edge performance management practice?

TO FIND OUT WE ASKED NEW ZEALAND ORGANISATIONS TO COMPLETE A SURVEY



THE SURVEY

Sourced from Center for Effective Organizations (CEO) in California, USA

RESEARCH COMMISSIONED IN 2015 BY
WORLDATWORK



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THE SURVEY

Asked which of the following practices organisations were currently using for Performance Management:

Ratingless performance reviews?

Ongoing feedback?

Crowd-sourced performance feedback?



OUR PLACE IN THE WORLD

We used the survey and the data sourced from this study to compare with the New Zealand responses



RESPONSES

Total number of responses received:

80

New Zealand
organisations

244

North American
based organisations

THE RESULTS

How many organisations use cutting edge practices?

84%

NZ organisations
using cutting edge
practice

55%

North American
based organisations
using cutting edge
practice



THE RESULTS

Which cutting-edge practices are the most used?

N.Z.

69%

43%

9%

Ongoing feedback

Rating-less reviews

Crowdsourced feedback

U.S.

54%

29%

15%



THE RESULTS

Most important reason for using cutting edge performance management:



1st

Strategic alignment

2nd

Performance management process effectiveness

3rd

Reward system objectives



1st

2nd

3rd



THE RESULTS

Who's leading the charge when it comes to adopting cutting edge performance management?

NZ

44%

Top Executives

54%

HR Executives

USA

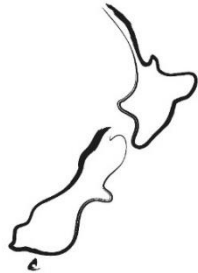
45%

73%



THE RESULTS

How are you allocating rewards without ratings?



Managers make decisions on their own within budget constraints about how to allocate rewards



Managers make decisions on their own within budget constraints about how to allocate rewards



A FINAL COMMENT

“NEVER FORGET the most important factor in effective performance management is manager behaviour.

The essence of performance management is open, honest, two-way communication about past performance and future expectations that involves manager skill – and will”

Center for Effective Organizations

For more information please visit our [website](#)



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