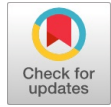


Augmenting Performance Management: Essential in Promoting Enhancement of Career Prospects

Radhika Kapur



Abstract: *Within personal and professional lives of the individuals, they are required to carry out number of job duties and responsibilities. Furthermore, they are required to augment information in terms of different types of methodologies and procedures. These are the ways of carrying out all types of job duties and responsibilities in a well-ordered and satisfactory manner. As a consequence, one will render an important contribution in managing their performance. In this manner, one will achieve desired goals and objectives. Furthermore, individuals in leadership positions within professional settings and family members will be pleased. Hence, throughout the lives of the individuals, belonging to all occupations and fields need to augment their information in terms of different types of skills and abilities. Furthermore, one needs to reinforce the traits of morality, ethics, diligence and conscientiousness. These need to be put into operation in a well-ordered and satisfactory manner in order to enhance one's performance. Furthermore, one will achieve professional goals and bring about improvements in one's overall quality of lives. Hence, it is of utmost significance to acknowledge and reinforce the strategies in all occupations and fields, which would be facilitating in enhancement of performance. Therefore, augmenting performance management is essential in promoting enhancement of career prospects. The main concepts that are taken into account in this research paper are, understanding the meaning and significance of performance management, measures to be put into operation in augmenting performance management and advantages of augmenting performance management.*

Keywords: *Augmenting, Improvements, Information, Job Duties, Methodologies, Performance Management, Skills, Well-ordered Manner.*

I. INTRODUCTION

The individuals are different from each other in terms of number of factors, i.e. castes, creeds, races, religions, ethnicities, genders, age groups, personality traits, educational qualifications, occupations, communities and socio-economic backgrounds. In spite of these differences, they have one of the major goals of bringing about improvements in their overall quality of lives. In order to achieve this goal, the individuals need to augment performance management. As the name implies, it is referred to enriching one's tasks and activities.

In all types of job duties and responsibilities, the performance needs to be enhanced in a satisfactory manner. The individuals need to be well-informed in terms of various types of job duties and responsibilities. When one is well-equipped in terms of these, one needs to augment information in terms of different types of ways as well to carry these out in a satisfactory manner (Venkatesh, n.d.) [2]. Furthermore, reinforcement of traits of honesty, efficiency and truthfulness is facilitating in carrying out different types of job duties and responsibilities in a well-organized manner. Therefore, in personal and professional lives, augmenting performance management is regarded as vital in leading to progression.

In order to carry out various types of job duties and responsibilities in a well-ordered manner, one needs to be well-equipped in terms of different types of methodologies and procedures. These are referred to the ways of doing well in one's job duties and responsibilities, achieving desired goals and objectives and meeting the expectations of others. The individuals need to acquire an efficient understanding of the concepts. Furthermore, one needs to get engaged in regular practice. The regular practice is facilitating in augmenting information and understanding in terms of various types of subjects and concepts (What is Learning? n.d.) [4]. In addition, one needs to put emphasis on leading to up-gradation of confidence levels. Furthermore, feelings of apprehensiveness and vulnerability need to be overcome. These feelings need to be prevented from giving rise to impediments within the course of carrying out all types of job duties and responsibilities in a well-organized and regimented manner. Therefore, one needs to ensure, they are well-informed in terms of different types of methodologies and procedures to carry out various types of job duties and responsibilities in a successful manner.

A. Understanding the Meaning and Significance of Performance Management

With advancements taking place and with the advent of modernization and globalization, one needs to be well-informed in terms of various types of modern, scientific and innovative methods and materials. These are utilized by individuals within the course of putting into operation various tasks and activities in personal and professional lives. The various types of these methods and materials are, utilization of tools, devices, machinery, apparatus, equipment and various types of technologies. The individuals need to acquire an efficient understanding of the concepts. Furthermore, one needs to get engaged in regular practice. The regular practice is facilitating in augmenting information and understanding in terms of various types of subjects and concepts.

In addition, one needs to put emphasis on leading to up-gradation of confidence levels.

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Furthermore, feelings of apprehensiveness and vulnerability need to be overcome. These feelings need to be prevented from giving rise to impediments within the course of carrying out all types of job duties and responsibilities in a well-ordered and disciplined manner. As a consequence, one will render an important contribution in enhancing performance management in personal and professional lives. Furthermore, family members, educators and employers will be pleased with the performance of the individuals. Hence, throughout the lives of the individuals, performance management is regarded as one of the vital areas, which needs to be taken into account. Therefore, individuals are able to acquire an efficient understanding of the meaning and significance of performance management, when various types of modern, scientific and innovative methods and materials are utilized.

The individuals need to inculcate the traits of morality, ethics, diligence and conscientiousness. These are the traits, which are facilitating in promoting enhancement of performance management. As a consequence, one will acknowledge and implement certain factors, i.e. differentiating between various types of appropriate and inappropriate factors; reinforcing a constructive approach; forming positive viewpoints in terms of various factors and individuals; putting in efforts to one's best abilities; possessing the abilities to work under stress; being well-informed in terms of various types of job duties and responsibilities; being well-equipped in terms of different types of methodologies and procedures; utilizing various types of modern, scientific and innovative methods and materials; coping with different types of problems and challenging situations in an adequate manner and carrying out all types of tasks and activities in a well-ordered and regimented manner. The individuals are required to acknowledge and implement these traits in personal and professional lives.

These traits are regarded as the key in leading to up-gradation of performance management. One of the important aspects that needs to be taken into account is, positivity needs to be reinforced in all types of factors. As a consequence, all these will be put into practice in a well-ordered and regimented manner. Hence, in this manner, one will render an important contribution in doing well in one's job duties. Furthermore, desired outcomes will be generated. Therefore, one is able to acquire an understanding of the meaning and significance of performance management, when traits of morality, ethics, diligence and conscientiousness are implemented.

Within personal and professional lives of the individuals, there are various job duties and responsibilities, which are put into operation on an individual basis, whereas, there are others, which are implemented through working in co-ordination with other members. It is of utmost significance for individuals to form cordial and amiable terms and relationships with others. This is approving in obtaining assistance and support from other members. As a consequence, all types of dilemmas and challenging situations are prevented from giving rise to impediments within the course of putting into operation various tasks and activities. In order to form cordial and amiable terms and relationships with others, one needs to be well-informed in

terms of various factors, i.e. making use of polite language and decent words; treating others with respect and courtesy; making provision of factual information; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude.

As a consequence of acknowledging and implementing essential factors, one will contribute in promoting enhancement of performance management. Furthermore, one will incur the feelings of pleasure and contentment. These feelings are essential in order to emerge into productive human beings. Furthermore, one will contribute in an effective manner in enriching one's performance. In addition, one is contributing in an efficient manner in leading to up-gradation of motivation and concentration levels. Furthermore, one will be able to cope with various types of problems in a satisfactory manner. Therefore, an understanding of the meaning and significance of performance management is acquired, when one is forming cordial and amiable terms and relationships with others.

B. Measures to be Put Into Operation in Augmenting Performance Management

An aimless life is a meaningless life. The individuals belonging to all occupations, communities and socio-economic backgrounds have different types of goals and objectives to achieve. These are, acquisition of good-quality education; promoting enhancement of one's career prospects; getting engaged in employment opportunities; augmenting various types of skills and abilities; promoting good health and well-being, physically and psychologically; promoting family and community well-being; travelling to different places within and outside the regions; carrying out all types of tasks and activities in a well-ordered and disciplined manner; leading to up-gradation of overall personality traits and bringing about improvements in one's overall quality of lives. In order to achieve all types of goals and objectives, one needs to augment their performance (Upgrade Your Organizational Culture, 2020) [1].

The individuals, throughout their lives need to be well-informed in terms of measures to be put into operation in augmenting performance management. All types of measures are to be put into operation in a well-ordered and disciplined manner. In other words, positivity needs to be reinforced in all types of measures. As a consequence, all members will render an important contribution in leading to up-gradation of performance management. Therefore, measures to be put into operation in augmenting performance management are stated as follows:

II. MAKING WISE AND PRODUCTIVE DECISIONS

The decision-making processes are regarded as an integral part of the lives of the individuals in both personal and professional spheres. The individuals are required to make wise and productive decisions in terms of various factors, i.e. education, careers, employment opportunities, assets, property, resources, settlement and so forth. In the implementation of decision-making processes, analysis needs to be conducted in terms of various types of alternatives and options that are available. After the analysis is conducted,

selection is made of the most favorable and worthwhile alternative or option. Furthermore, decisions need to be flexible. In other words, changes can be brought about in the decisions for promoting well-being and goodwill.

In putting into operation job performance within homes, educational institutions of all levels and in various types of employment settings, one needs to make decisions in terms of various types of methodologies and procedures. One of the important aspects that needs to be taken into account is, these need to be facilitating in doing well in one's job duties, achieving desired goals and objectives and meeting the expectations of family members, educators and employers. Hence, it is understood on a comprehensive basis that honing decision-making skills is necessary in leading to up-gradation of performance. Therefore, making wise and productive decisions is regarded as one of the indispensable measures to be put into operation in augmenting performance management.

A. Honing Analytical and Critical-Thinking Skills

Honing analytical and critical-thinking skills is regarded as vital. These need to be put into practice by the individuals in augmenting performance management. The analytical skills are facilitating in conducting analysis of various types of alternatives and options that are available. After the analysis is conducted, selection is made of the most favorable and worthwhile alternative or option. On the other hand, critical-thinking skills are facilitating in implementing rational, logical and methodological thinking. These skills are favorable in making of wise and productive decisions. Furthermore, various types of methodologies and procedures are required to be put into practice in a well-ordered and satisfactory manner. Hence, individuals, belonging to all occupations, communities and socio-economic backgrounds need to put emphasis on leading to up-gradation of analytical and critical-thinking skills.

The enhancement of these skills is facilitating in doing well in one's job duties, achieving desired goals and objectives and meeting the expectations of family members, educators and employers. One of the major benefits is, all types of dilemmas and challenging situations will be prevented from giving rise to impediments within the course of implementation of various job duties and responsibilities. Hence, it is understood on a comprehensive basis that honing of analytical and critical-thinking skills is necessary in leading to up-gradation of performance. Therefore, honing analytical and critical-thinking skills is one of the significant measures to be put into operation in augmenting performance management.

B. Being Well-Informed in Terms of Job Duties and Responsibilities

The individuals, belonging to all occupations, communities and socio-economic backgrounds need to be well-informed in terms of various types of job duties and responsibilities. These are complicated and manageable, these are implemented in less amount of time or can be more time-consuming and these are carried out on one's own or through working in collaboration and integration with other members. When one is well-equipped in terms of these, one needs to augment information in terms of different types of techniques to carry these out in a satisfactory manner. The

performance of the individuals will be augmented, when they are putting into operation all the techniques in a well-ordered and appropriate manner.

One of the important aspects that needs to be taken into account is, all types of techniques need to be implemented in a well-ordered and regimented manner. Furthermore, reinforcement of traits of honesty, efficiency and truthfulness is facilitating in carrying out different types of job duties and responsibilities in a well-organized manner. Hence, in personal and professional lives, augmenting performance management is regarded as vital in leading to progression. This is facilitated, when information is generated in terms of different types of job duties and responsibilities. Therefore, being well-informed in terms of job duties and responsibilities is an eminent measure to be put into operation in augmenting performance management.

C. Being Well-Aware of Methodologies and Procedures

In order to carry out various types of job duties and responsibilities in a well-organized manner, one needs to be well-equipped in terms of different types of methodologies and procedures. These are referred to the ways of doing well in one's job duties and responsibilities, achieving desired goals and objectives and meeting the expectations of other members. The individuals need to acquire an efficient understanding of the concepts. Furthermore, one needs to get engaged in regular practice. The regular practice is facilitating in augmenting information and understanding in terms of various types of subjects and concepts. Furthermore, it is necessary to be well-informed in terms of traits of morality, ethics, diligence and conscientiousness.

In addition, one needs to put emphasis on leading to up-gradation of confidence levels. Furthermore, feelings of apprehensiveness and vulnerability need to be overcome. These feelings need to be prevented from giving rise to impediments within the course of carrying out all types of job duties and responsibilities in a well-organized and regimented manner. Hence, one needs to ensure, they are well-informed in terms of different types of methodologies and procedures to carry out various types of job duties and responsibilities in a successful manner. Therefore, being well-aware of methodologies and procedures is an expedient measure to be put into operation in augmenting performance management.

D. Utilizing Pioneering Methods and Materials

With the advent of modernization and globalization, one needs to be well-informed in terms of various types of pioneering methods and materials. These are utilized by individuals within the course of putting into operation various types of job duties and responsibilities in personal and professional lives. The various types of these methods and materials are, utilization of tools, devices, machinery, apparatus, equipment and various types of technologies. The individuals need to acquire an efficient understanding of the concepts. Furthermore, one needs to get engaged in regular practice. The regular practice is facilitating in augmenting information and understanding in terms of various types of concepts.

In addition, one needs to put emphasis on leading to up-



gradation of confidence levels. Furthermore, feelings of apprehensiveness and vulnerability need to be overcome. These feelings need to be prevented from giving rise to impediments within the course of carrying out all types of job duties and responsibilities in an ordered and disciplined manner. As a consequence, one will render an important contribution in enhancing performance management in personal and professional lives. Furthermore, family members, educators and employers will be pleased with the performance of the individuals. Hence, throughout the lives of the individuals, performance management is regarded as one of the vital areas, which needs to be taken into account. Therefore, utilizing pioneering methods and materials is a renowned measure to be put into operation in augmenting performance management.

III. INCULCATING THE TRAITS OF MORALITY AND ETHICS

The individuals need to inculcate the traits of morality and ethics. These are the traits, which are facilitating in promoting enhancement of performance management. As a consequence, one will acknowledge and implement certain factors, i.e. differentiating between various types of appropriate and inappropriate factors; augmenting various types of skills and abilities; reinforcing a constructive approach; forming positive viewpoints in terms of various factors and individuals; putting in efforts to one's best abilities; possessing the abilities to work under stress; leading to up-gradation of motivation and concentration levels towards job duties and responsibilities; promoting community well-being; overcoming all types of setbacks in an adequate manner and carrying out all types of tasks and activities in a well-ordered and regimented manner. The individuals are required to acknowledge and implement these traits in personal and professional lives.

These traits are regarded as the key in leading to up-gradation of performance management. One of the important aspects that needs to be taken into account is, positivity needs to be reinforced in all types of factors. As a consequence, all these will be put into practice in a well-ordered manner. Hence, in this manner, one will render an important contribution in doing well in one's job duties. Furthermore, desired outcomes will be generated. Therefore, inculcating the traits of morality and ethics is a vital measure to be put into operation in augmenting performance management.

A. Implementing the Traits of Diligence, Resourcefulness and Conscientiousness

Implementing the traits of diligence, resourcefulness and conscientiousness is essential for individuals, belonging to all occupations, communities and socio-economic backgrounds. These are the traits, which are facilitating in promoting enhancement of performance management. As a consequence, one will acknowledge and implement certain factors, i.e. being well-informed in terms of various types of job duties and responsibilities; being well-equipped in terms of different types of methodologies and procedures; utilizing various types of modern, scientific and innovative methods and materials; augmenting different types of skills and abilities; putting in efforts to one's best abilities; possessing

the abilities to work under stress; leading to up-gradation of motivation and concentration levels towards job duties and responsibilities; coping with different types of problems and challenging situations in an adequate manner; carrying out all types of tasks and activities in a well-ordered and regimented manner and promoting community well-being. The individuals are required to acknowledge and implement these traits in personal and professional lives.

These traits are regarded as the key in leading to up-gradation of performance management. One of the important aspects that needs to be taken into account is, positivity needs to be reinforced in all types of factors. As a consequence, all these will be put into practice in a well-ordered and regimented manner. Hence, in this manner, one will render an important contribution in doing well in one's job duties. Furthermore, desired outcomes will be generated. Therefore, implementing the traits of diligence, resourcefulness and conscientiousness is a crucial measure to be put into operation in augmenting performance management.

B. Development of Mutual Understanding with Others

Within personal and professional lives of the individuals, there are various job duties and responsibilities, which are put into operation on an individual basis, whereas, there are others, which are implemented through working in co-ordination with other members. It is of utmost significance for individuals to develop mutual understanding with others. This is approving in obtaining assistance and support from other members. As a consequence, all types of problems are prevented from giving rise to impediments within the course of putting into operation various tasks and activities. In order to develop mutual understanding with others, one needs to be well-informed in terms of various factors, i.e. making use of polite language and decent words; treating others with respect and courtesy; making provision of factual information; depicting the traits of helpfulness and co-operation and possessing an approachable nature and an amiable attitude.

As a consequence of acknowledging and implementing essential factors, one will contribute in promoting enhancement of performance management. Furthermore, one will incur the feelings of pleasure and contentment. These feelings are essential in order to emerge into productive human beings. Furthermore, one will contribute in an effective manner in enriching one's performance. In addition, one will lead to up-gradation of motivation and concentration levels. Furthermore, one will be able to cope with various types of problems in a satisfactory manner. Therefore, development of mutual understanding with others is a meaningful measure to be put into operation in augmenting performance management.

IV. AUGMENTING SKILLS AND ABILITIES

Throughout the lives of the individuals, they need to augment various types of skills and abilities. The different types of skills that need to be honed are, communication skills, decision-making skills, critical-thinking skills, problem-solving skills, time-management skills, analytical skills, technical

skills, creative skills, personal skills, professional skills, presentation skills, leadership skills, negotiation skills, artistic skills, intellectual skills and public-speaking skills. On the other hand, abilities, which need to be honed are, convincing, persuading, directing, planning, organizing, controlling, co-ordinating, leading, negotiating, emotional intelligence, systems thinking, possessing the abilities to work under stress, putting in efforts to one's best abilities, coping with various types of dilemmas and challenging situations in a satisfactory manner and carrying out various types of job duties and responsibilities in a well-ordered manner. Augmenting various types of skills and abilities will be facilitating in enhancing performance management.

As a consequence of leading to up-gradation of various types of skills and abilities, one will contribute in an effective manner in doing well in their job duties and generating desired outcomes. Furthermore, one will contribute in an effective manner in meeting the expectations of individuals in leadership positions. Hence, it is necessary for all individuals, throughout their lives to put emphasis on leading to up-gradation of various types of skills and abilities. One of the important aspects that needs to be taken into account is, positivity needs to be reinforced in all types of skills and abilities. Therefore, augmenting skills and abilities is a worthwhile measure to be put into operation in augmenting performance management.

A. Providing Solutions to Various Problems

Within the course of putting into operation various types of job duties and responsibilities, there are occurrences of various types of problems. The different aspects in terms of which these take place are, job duties, responsibilities, methodologies, procedures, techniques, unawareness in terms of various factors, work pressure, lack of implementation of time-management skills, lack of analytical, critical-thinking and problem-solving skills, scarcity of financial, human, technical, material and information resources, lack of infrastructure, amenities and facilities and so forth. The influence of various types of problems is experienced in a major or minor form. Hence, individuals need to cope with these in a satisfactory manner. The individuals need to be well-informed in terms of problem-solving skills. These are the skills, which are facilitating in identifying the causes of all types of problems. After the causes have been identified, one will be able to implement solutions in an effective manner.

All types of problems need to be prevented from giving rise to impediments within the course of putting into operation various types of job duties and responsibilities. In augmenting performance management, the individuals are required to be well-informed in terms of ways of providing solutions to various types of problems. All types of ways need to be put into operation in a well-ordered and disciplined manner. In other words, positivity needs to be reinforced in all types of ways (What is Augmented Reality? 2020) [3]. As a consequence, one will contribute in an effective manner in augmenting performance management. Therefore, providing solutions to various problems is an essential measure to be put into operation in augmenting performance management.

B. Implementing Time-Management Skills

In augmenting performance management, implementing time-management skills is regarded to be of utmost significance. These are the skills, which are facilitating in taking out sufficient amount of time for all tasks and activities. The individuals assign priorities to the tasks. The ones, which are more important are carried out first, whereas, the ones, which are less important are implemented after the completion of more important ones. Procrastination is avoided. As a consequence of acknowledging and implementing these skills, one will be able to do well in their job duties, achieve desired goals and objectives and meet the expectations of family and community members.

In personal and professional lives, augmenting performance management is regarded to be of utmost significance. As a consequence of acknowledging the meaning and significance of these skills, one will be able to complete all tasks and activities within the required time-frame. In this manner, one will contribute in an effective manner in doing well in their job duties and generating desired outcomes. Furthermore, one will contribute in an efficient manner in meeting the expectations of individuals in leadership positions. Hence, it is necessary for all individuals, throughout their lives to put emphasis on leading to up-gradation of time-management skills and abilities. One of the important aspects that needs to be taken into account is, positivity needs to be reinforced in these skills. Therefore, implementing time-management skills is a decisive measure to be put into operation in augmenting performance management.

C. Carrying Out All Tasks and Activities in a Well-Ordered Manner

Carrying out all tasks and activities in a well-ordered manner is regarded as one of the indispensable factors in augmenting performance management. Furthermore, there are certain factors that need to be taken into account, i.e. implementing effective communication processes; making wise and productive decisions; honing analytical and critical-thinking skills; being well-informed in terms of job duties and responsibilities; being well-aware of methodologies and procedures; utilizing pioneering methods and materials; inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; forming cordial and amiable terms and relationships with others; augmenting skills and abilities; providing solutions to various problems; implementing time-management skills and putting in efforts to one's best abilities. All types of factors need to be put into practice in a positive manner.

The individuals need to put in efforts to their best abilities in coping with all types of dilemmas and challenging situations. Furthermore, these need to be prevented from giving rise to impediments within the course of generation of desired outcomes. As a consequence, in all occupations and professions, one will contribute in an effective manner in doing well in their job duties, generating desired outcomes and meeting the expectations of family members, educators and employers. Therefore, carrying out all tasks



and activities in a well-ordered manner is an imperative measure to be put into operation in augmenting performance management.

V. ADVANTAGES OF AUGMENTING PERFORMANCE MANAGEMENT

The individuals, belonging to all communities, categories and socio-economic backgrounds have one of the major goals of promoting enhancement of their living conditions [6]. In order to achieve this goal, the individuals need to augment performance management [7]. In order to generate desired outcomes, all members are working diligently in promoting enhancement of their job duties and responsibilities [8]. In all types of job duties and responsibilities, the performance needs to be enhanced in an appropriate manner [9]. The individuals need to be well-informed in terms of various types of job duties and responsibilities. When one is well-equipped in terms of these, one needs to augment information in terms of different types of ways as well to carry these out in a satisfactory manner (What is Mentoring? 2020) [5]. When one understands the meaning and significance of performance management, one will be well-equipped in terms of advantages. Therefore, advantages of augmenting performance management are stated as follows:

1. Implementing effective communication processes.
2. Making wise and productive decisions.
3. Honing analytical and critical-thinking skills.
4. Being well-informed in terms of job duties and responsibilities.
5. Being well-aware of methodologies and procedures.
6. Utilizing pioneering methods and materials.
7. Inculcating the traits of morality and ethics.
8. Implementing the traits of diligence, resourcefulness and conscientiousness.
9. Reinforcing the traits of efficiency, honesty and truthfulness.
10. Forming cordial and amiable terms and relationships with others.
11. Augmenting skills and abilities.
12. Providing solutions to various problems.
13. Implementing time-management skills.
14. Possessing the abilities to work under stress.
15. Putting in efforts to one's best abilities.
16. Carrying out tasks and activities in a well-ordered and satisfactory manner.
17. Coping with psychological problems in an effective manner.
18. Promoting a normal mind-set.
19. Forming cordial and amiable terms and relationships with others.
20. Promoting family and community well-being.

VI. CONCLUSION

Augmenting performance management is referred to enriching one's tasks and activities. Measures to be put into operation in augmenting performance management are, making wise and productive decisions, honing analytical and critical-thinking skills, being well-informed in terms of job duties and responsibilities, being well-aware of

methodologies and procedures, utilizing pioneering methods and materials, inculcating the traits of morality and ethics, implementing the traits of diligence, resourcefulness and conscientiousness, development of mutual understanding with others, augmenting skills and abilities, providing solutions to various problems, implementing time-management skills and carrying out all tasks and activities in a well-ordered manner. Furthermore, one needs to be aware of advantages of augmenting performance management. Finally, it can be stated, augmenting performance management is essential in leading to progression.

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