In your textbook, in Chapter 2, Figure 2-1, page 42, provides an overview of the performance management process and its associated components. There are many critical factors that contribute to the successful implementation of a performance management system. Failure to understand these factors can result in issues for organizations, leaders, and employees.

Consider the scenario below and explain how each aspect of the performance management process, as noted in figure 2-1, can be altered/addressed to ensure employees success.

**Scenario**

When Amal was hired on for her role as an Administrative Assistant to the Chief Executive Officer, she was thrilled about the opportunity to work for Organization ABC. Unfortunately, the information provided in her job description was limited. After a month on the job, despite receiving two days of training from the person Amal replaced, Amal’s supervisor noticed that her performance was inadequate. Amal’s current supervisor knows that she is a phenomenal worker, based upon past employer references.

**Response Items to Address**

To ensure Amal’s success, and the success of future employees, what aspects of the performance management process need revision? Also, how can future performance management aspects be successfully addressed?

**Hint**

When thinking of future performance management components, focus on performance execution, performance assessment, and performance review. When thinking about Amal’s experience in the scenario, think about prerequisites and performance planning.

Embed course material concepts, principles, and theories (require supporting citations) in your initial response along with at least one scholarly, peer-reviewed journal article. Keep in mind that these scholarly references can be found in the Saudi Digital Library by conducting an advanced search specific to scholarly references. Use Saudi Electronic University academic writing standards and APA 7th style guidelines.

Be sure to support your statements with logic and argument, citing all sources referenced. Post your initial response early and check back often to continue the discussion.