Reading Introduction

Many organizations require employees to complete a self-assessment as part of a performance review. In completing the assessment, you ask yourself and answer questions like the following:

• Did I meet the goals I set for the year?

• Was I efficient and productive in my job duties?

• Did I come to work on time?

• Do the manager and employees like me?

Performance Management seeks to measure work performance and let you know what areas need improvement. The article, “OMB’s New Performance Principles” by John Kamensky outlines the five principles that the Office of Management and Budget Performance Office set out for new performance management. These five principles are:

1. Senior leader ownership of performance management process.

2. Cascading goals and measurements.

3. Outcome-oriented, cross-agency goals, and measurements

4. Relentless review and accountability

5. Transparent process

It is crucial to ensure your service to the public is efficient and that goals are met, because the public is your client base. So, if your clients are not satisfied with your services, then you, and/or your organization, are no longer needed.

Performance Management is not a new concept, but public organizations are placing new emphasis on improving government responsiveness to the concerns of citizens. Reading Assignment

Course Textbook

• Read Chapter 10: “Performance Management in the Public Sector”

Library Readings

Chung-Lae, C., & Wright, D. S. (2004). The devolution revolution in
