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An organizationâ€™s success depends on its employees. Their willingness to work and quality of work makes the company reach pinnacle. But what if the employees do totally the opposite of what is expected from them? Result would be that the companyâ€™s progress will remain stagnant or there will be a breakdown. This is where people management strategies plays an important role and come to the rescue of such companies where the employees come just for passing their time or mark their presence. The notion of great ideas and passion isnâ€™t enough for a modern day tech company to grow a successful business and attract investors.

The most important thing is to have peopleâ€™s skills and leadership talents. How would it feel to have a company where your employees work together as expert implementers of your great ideas and get things done quickly, effectively and without any hassle? People management strategy aims at making entrepreneurs achieve this goal. The philosophy of this strategy is to make the executives, managers and frontline staff to bring out the best in each other by constantly improving the results and building an unstoppable team that works for common goal.

Absenteeism and tardiness are very common dilemmas faced by almost every second company. Following are the steps which are a vital part of people management strategies:

â€¢ The first and foremost part People management strategy is to help the entrepreneurs identify the problem in clear and measurable terms. If youâ€™ve been meaning to set performance standards for each job in your area, now is the time. Non-attendance, sluggishness, missed productivity levels and timeline delays could all become part of a set of performance standards.

â€¢ The next major step is to communicate. According to this strategy, the entrepreneur should meet the low performers, lay out the expectations and discuss the places where performance regularly falls short and make clear what the specific expectations are for future performance. Make it clear these expectations will be tracked and frequently evaluated. The people management strategy Coaching Report can help managers communicate and coach employees.

â€¢ Execution is the key for the success of any business. Follow your scheduled evaluations of performance with clear feedback. If expectations are not being met, give the feedback immediately. While your fondest hope may be to see these people improve their performance, itâ€™s much more likely you are simply documenting the path to the door. Either way, timely feedback, action on promised consequences and consistent application are your key to solving the problem.

â€¢ The next step in people management strategy is to document the process. Eliminating the bottom 10 percent of employees each year is not an easy path, and you may differ in your approach to making your business better, but to overlook a consistently low-performing employee is to guarantee your operations will never be as good as they could be.

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