

FINAL PROJECT REPORT

Title: A Case Study on the Effects of 180 Performance Management System on the Job Performance of Employees at SME Bank (Blue Area Branch, Islamabad).



**Selected Organization:
Small Medium Enterprises Bank (SME Bank)**

**Supervisor:
Ms SARWAT BILAL**

**Author's Name:
UMER RAZZAQ (01-221092-036)
AWAIS AHMAD (01-221092-013)**

Bahria Institute of Management and Computer Sciences

Approval Sheet

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Topic of Research:

A Case Study on the Effects of 180 Performance Management System on the Job Performance of Employees at SME Bank.

Names of Students and Enroll#:

UMER RAZZAQ (01-221092-036)

AWAIS AHMAD (01-221092-013)

Approved By:

Head of Department (Ms. Salma Atif Shaikh)

Supervisor (Ms. Sarwat Bilal)

Internal Examiner (Mr. Junaid Tariq)

External Examiner (Dr. Naveed Akhtar)

Abstract

This research project "A case **study on the effect of 180 degree performance management system on the job performance of employees at SME Bank**" examines the effect of 180 degree performance management system on job performance of employees. Performance Management System plays a very significant role in managing and developing the performance of the employees and providing timely feedback to the employees helps them to improve their weak areas and enhance their job performance which ultimately lead towards the success of the overall organization.

We have conducted our research on SME bank under the supervision of Ms. Sarwat Bilal and collected the necessary information through interviews and questionnaires. Large organizations understand the importance of PMS and its benefits to the organization and they are implementing this concept properly throughout their organization and provide timely feedback to the employees so that they can work in the best interest of the organization whereas this concept is not as such developed in public sector organizations of Pakistan. We have collected data through both primary and secondary research. Primary research includes interviews and questionnaires etc. Secondary research includes information gathered through articles, journals, books and internet etc.

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