

STADIUL MANAGEMENTULUI PERFORMANȚEI ÎN ROMÂNIA - O CERCETARE EXPLORATORIE

THE STATE OF PERFORMANCE MANAGEMENT IN ROMANIA - AN EXPLORATORY RESEARCH

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Abstract: Performance management is a controversial topic in nowadays organizations worldwide, several concepts and models for organizational performance management having been advanced in the last two decades. Nevertheless, performance management is a practice that is at a very initial stage of development in Romania, both in terms of academic research and practice. This paper presents the findings of a large scale study (a survey with more than 400 respondents) conducted in autumn 2012 to explore the perceptions of Romanian professionals towards performance management and the extent at which performance management practices have been embraced by the organizations in Romania. Aspects related to the level of familiarity and understanding of performance management concepts by Romanian professionals are discussed, together with practical issues related to implementing performance management in Romanian organizations (adoption rates, models and tools, benefits, challenges and so on). Though not based on a statistical method, thus not producing generalizable results, our exploratory study is, to our best of knowledge, the first practical study of this scale to address the field of performance management in Romania.

Keywords: performance management, performance measuring, exploratory research, România