

Focused Workshop for Appraisers

Contents

1. Overview of PMS

- Importance of PMS
- Performance Management at SBP BSC
- PMS Cross Linkages at SBP BSC

2. Stages of PMS Cycle at BSC

- Planning
- Performing
- Monitoring
- Evaluation/Appraisal

3. Understanding Behavioral Competencies

- How best to assess Behavioral Competencies
- Identify the critical relationship between performance and behavioral competencies
- Behavioral and Result Orientation (Mix Approach)

4. Performance Review

- How to conduct a quality Performance Review
- Categorization of Employees, & Distribution of Bell Curve Quota

5. Performance Management and HR Development

- How to derive Divisional goals from Departmental goals/Organizational goals?
- Need & importance to create best synergies among Operational, Developmental goals with competencies.
- Setting challenging goals for your team members
- Evaluation frequencies & necessary techniques along with Provision of constructive feedback to employees
- Expectation management for PMS in the context of SBP-BSC

6. Practical Issues & Challenges in Appraisal

7. Appeal & Grievances against Appraisal

8. Role of Appeal Committee/ Management



May 20, 2022
9:00 am – 5:00 pm

F2F NIBAF, Lahore

With Our Expert

Mr. Javid Iqbal Marath

Chief Manager
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