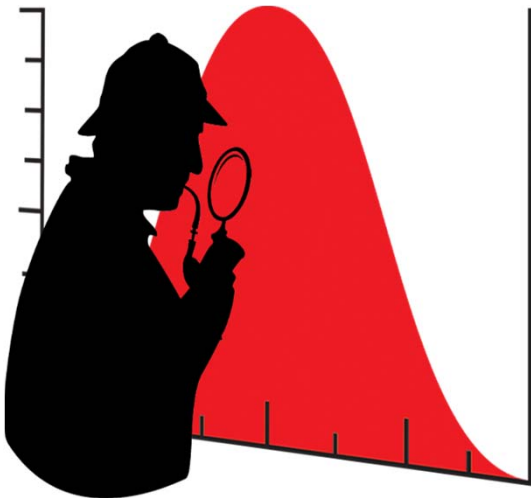




“Bell Curve in Performance Appraisal - Not Losing its Charm”



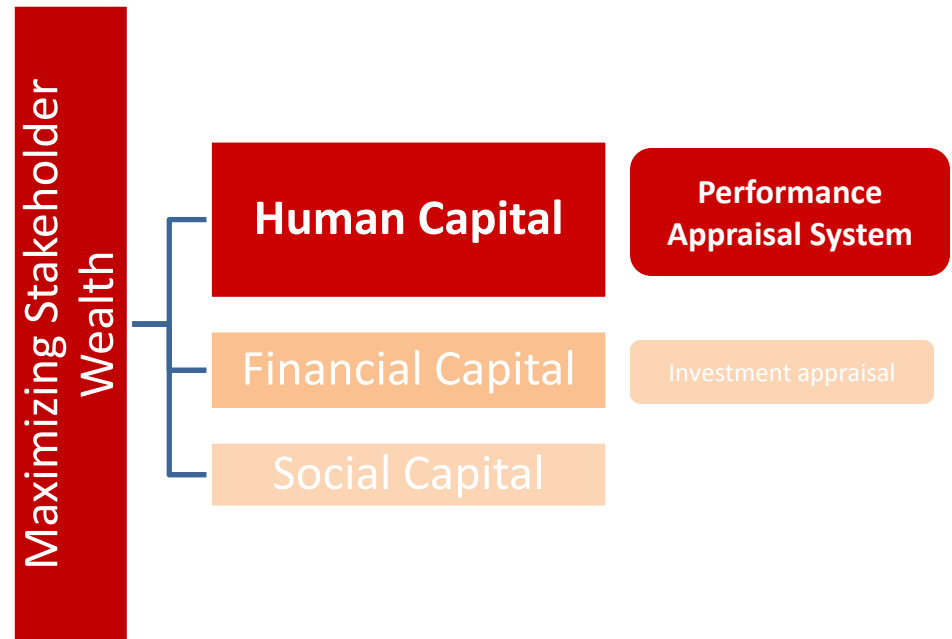
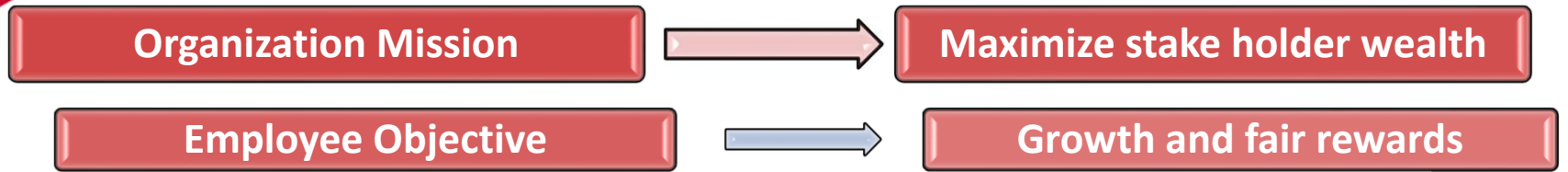
Presented By:

- Saad Yusufi
- Saad Shaikh
- Mujassam Ali





Objective Of Corporate Existence





Quote

“In the struggle for survival, the fittest win at the expense of their rivals because they succeed in adapting themselves best to their environment” - Charles Darwin



Which Performance Management System is better?

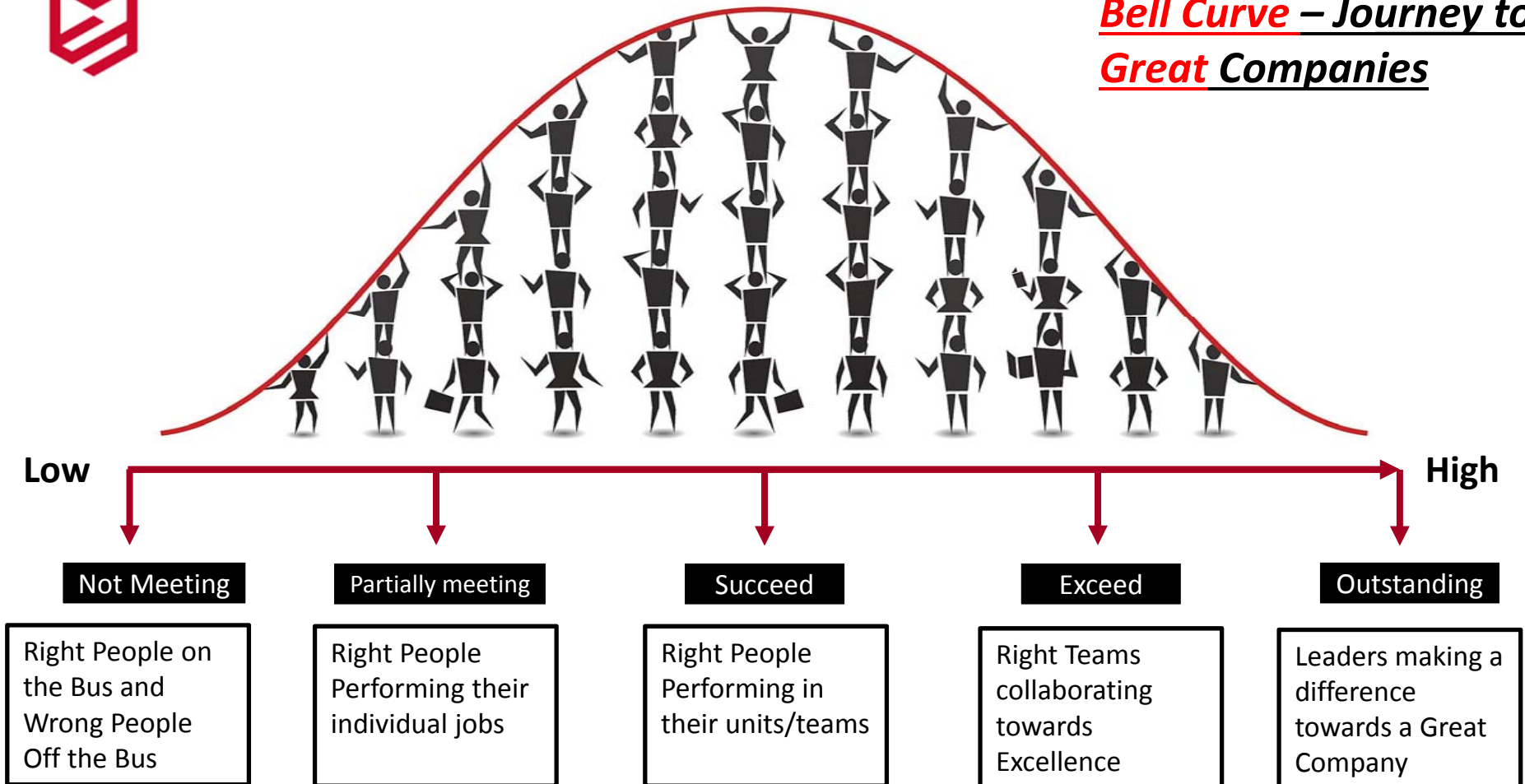
- You want to segregate employees between high potential and low potential?
- Organization intends to sync corporate vision to employee objectives?
- Every employee holds the right to be rewarded fairly?
- Organization has the focus to retain employee with high performance?
- Does organization intends to invest limited /scarce resources on effective/efficient Human resources?
- Are there efforts to reduce level of subjectivity and biasness in appraisal system?
- Organization has the concern to maintain consistency of system across the board?
- Organization's environment should be competitive?
- Is there a concentrated effort to maximize its bottom line?
- Last, **does organization intend to work with result oriented work force?**

If the answer is "YES"

BELL CURVE – The system to bring objectivity and good stewardship



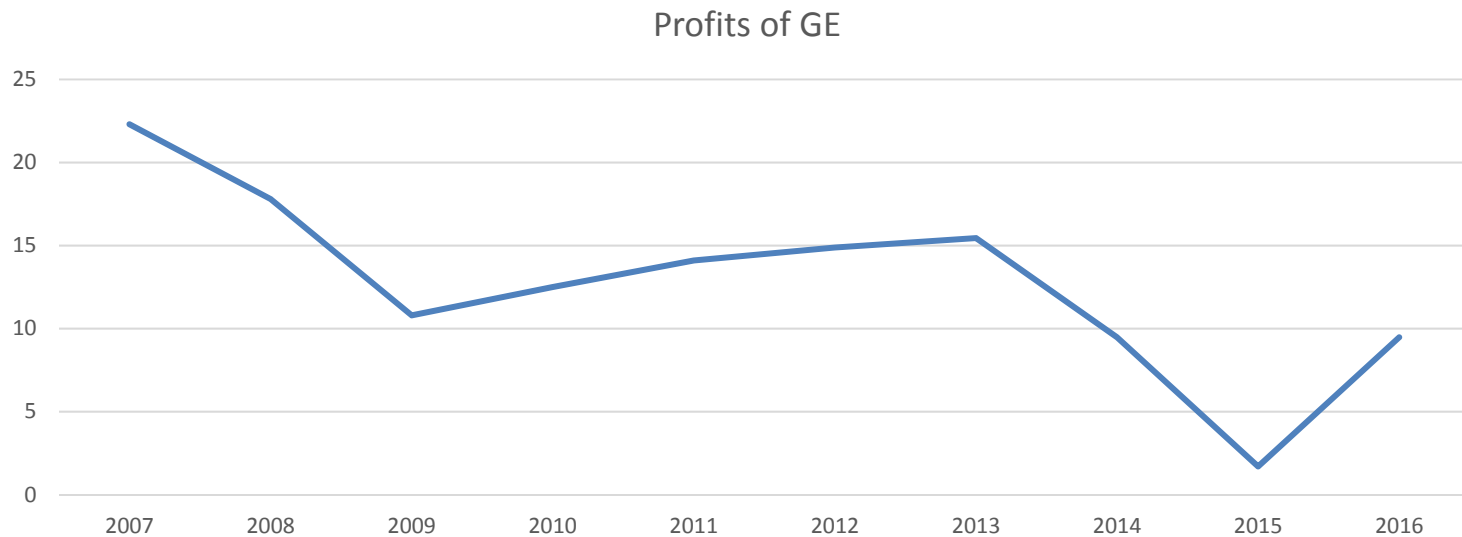
Bell Curve – Journey to Great Companies





General Electric – Performance comparison

- Implemented by Jack Welch.
- Company value was increased by USD 300 Billion.
- Enable GE to subscribe Six – Sigma.
- Manager were given ownership of their business.
- New management has decided to move away from system from 2006 onwards...

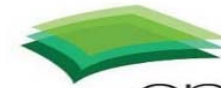




Companies following Bell- Curve



ICI PAKISTAN



engro corp



MIDAS
SAFETY



AkzoNobel

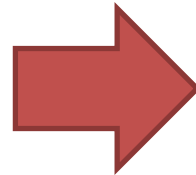
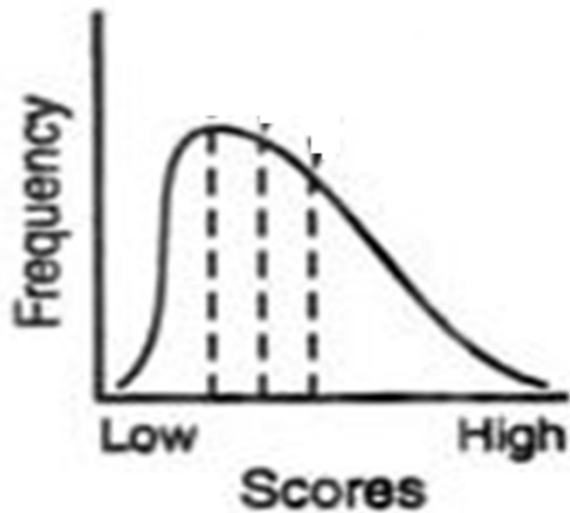
Coca-Cola



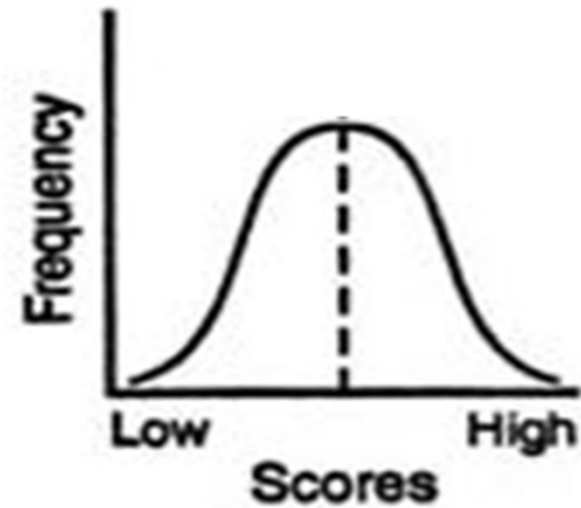


Success Story – MIDAS SAFETY

2015



2017



2015	Unsatisfactory	Meeting Most	Fully Meeting	Exceeding	Outstanding
	10%	25%	50%	10%	5%

2017	Unsatisfactory	Meeting Most	Fully Meeting	Exceeding	Outstanding
	5%	20%	60%	10%	5%



“Willingness to learn is important but willingness to act on what you learnt is critical.”
Kevin Kelly

THANK YOU

