

# **Abstract**

## **Process Concept to Performance Management**

In recent years many organisations have been busy implementing new improved performance management systems. Recent research has shown that the regular use of these systems leads to better organisational results. There is however little knowledge about the actual mechanisms which cause the positive effects of performance management. Consequently, the objective of this paper is to create a clear focus on performance management process and illustrate that it is needed to design a step by step framework for managers.