

Assessment of Performance Management and Development System in Selected National Government Departments in South Africa

Makamu Ntsako Idris¹ and Mello David Mbat^{2*}

*Department of Public Administration, School of Management Sciences,
Mafikeng Campus, North-West University, South Africa
Telephone: +27 18 389 2497, Fax: 086 272 4003, *E-mail: david.mello@nwu.ac.za*

KEYWORDS Assessment. Development. Employee. Human Resources. Performance Training

ABSTRACT The Performance Management and Development System (PMDS) in the South African public service has become a thorny issue. Performance assessment in particular, is an area that attracts more grievances. Any institution, which does not address the root causes of employee grievances risks the lowering of morale and productivity. The objectives of the study were to assess perceptions of employees in five national government departments in South Africa regarding the implementation of PMDS and to make recommendations aimed at the improvement of the current system. A survey design was adopted to achieve objectives outlined above. Main findings of the study are that the PMDS is effective, however, its implementation is not satisfactory, supervisors and their subordinates need refresher courses to improve their knowledge and further hone their skills relating to PMDS.