

WHILE many companies usually conduct annual performance reviews for their employees, mid-year performance reviews, which were less common earlier, are now gaining popularity.

Talking about why it is important to have mid-year reviews,

feedback. According to Sudhir Dhar, senior VP, head - HR, Motilal Oswal Financial Services Ltd, a 'half-yearly review' has been a buzzword in the past decade across sectors. "These reviews are based on a futuristic approach, i.e. rather than concen-

late the action plan for the coming six months, so as to meet the business objectives at the year end," he avers.

Aravind Ponniraivan, principal consultant - operations, Maveric Systems points out that in an organisation, any perform-

paving the way for better understanding between the two," he explains.

Dhar points out that a mid-year review is a platform for 'directional counselling' for the appraisee. "It's a general tendency across organisations that employees 'feel' that they are working hard on a daily basis but the outcome is not as expected by the reporting manager. With such an appraisal system, the employee gets feedback twice a year, which gives him/her a chance to re-look at his/her approach of working. Necessary steps are also undertaken for employees who deviate from their goals. It gives an opportunity to modify the individual goals as required in the upcoming months. It also contributes to the year-end performance of employee as the average rating is considered to determine the final rating and the compensation and promotion linked to it," he expresses.

So, how can employees make the most of their mid-year review? According to Lakhmana, "Employees must invest time to prepare themselves for a mid-year performance review conversation with their manager on both performance and behavioural goals and introspect on strengths and development areas."

Employees who make the most of a mid-year review fall in the category of people who 'actively pursue and seek feedback', states Ponniraivan.

In a nutshell, mid-year reviews are a great tool for organisations as well as employees.

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*Though annual performance reviews were the norm, organisations today are conducting constructive mid-year appraisals to ensure continuous high productivity levels, writes **Yasmin Taj***

IT'S HALF-TIME!

Manjit Lakhmana, head - HR, Canara HSBC Oriental Bank of Commerce Life Insurance Company Limited says, "To create a performance-driven organisation, it is essential that employees and managers conduct regular conversations. A mid-year review provides an the opportunity to discuss performance against the performance plan for the 'what' (quantitative - business goals) and 'how' (qualitative/ behavioural) elements. Mid-year reviews provide an opportunity to take stock, reset performance standards and conduct course correction due to unforeseen changes in the market (read: new competition; launch of a new/advanced product; changing consumer preferences, etc)."

Conducting helpful and productive mid-year review discussions is a fundamental way through which managers can support a culture of on-going



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trating on what went wrong in the past, these reviews are focused to understand and formu-

ance feedback shared by the manager with his/her employee, would benefit both parties. "Mid-year reviews help employees to trim the 'realisation period' and give them ample time to work on improvement areas. This will further enable them to work on specific areas and thereby, also enhance their productivity. It also strengthens their relationship with their managers, thus