

Title	Demonstrate knowledge of performance management in an organisation		
Level	3	Credits	4

Purpose	People credited with this unit standard are able to demonstrate knowledge of performance management in an organisation.
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Classification	Business Operations and Development > People Development and Coordination
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Available grade	Achieved
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Guidance Information

- Unit standards in the People Development and Coordination domain are about engaging with and leading people to achieve outcomes as individuals and teams.
- Definitions
Organisation refers to a specific entity which may be – in private, public, or community and volunteer sectors; a business, a discretely managed unit within a larger entity, a Māori organisation, or a special-purpose body.
Performance management for this unit standard refers to a process of ensuring that activities and outputs meet identified goals in an effective and efficient manner.
- The assessment context for this unit standard must be suitable to meet the criteria for Level 3 in the NZQF Levels Descriptors, which are available by searching for “levels descriptors” at www.nzqa.govt.nz.
- Assessment materials should consider [Te Tiriti o Waitangi - Programme Development: Supporting Information](#)

Outcomes and performance criteria

Outcome 1

Demonstrate knowledge of performance management in an organisation.

Range performance management – formal, informal; high and low levels of performance;
 components – planning, monitoring, feedback.

Performance criteria

- 1.1 Performance management is described in terms of its purpose, components, process, outcomes, and benefits for all parties in the performance management process.

- 1.2 A performance management system in a specific context is identified and described in terms of its purpose, components, process, outcomes, and benefits.

Planned review date	31 December 2030
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Status information and last date for assessment for superseded versions

Process	Version	Date	Last Date for Assessment
Registration	1	18 July 2008	31 December 2014
Review	2	17 November 2011	31 December 2023
Review	3	17 March 2016	31 December 2023
Review	4	24 June 2021	31 December 2028
Review	5	Dd mm 2025	N/A

Consent and Moderation Requirements (CMR) reference	0113
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This CMR can be accessed at <http://www.nzqa.govt.nz/framework/search/index.do>.

Comments on this unit standard

Please contact Ringa Hora Services Workforce Development Council qualifications@ringahora.nz if you wish to suggest changes to the content of this unit standard.