

what is expected of them within the overall framework of the company needs. The job expectations provided should be as clear and specific as possible. Each employee should be made aware of what exactly their job is and the standards that should be maintained in his or her job description. However, in the case of University of Ghana library there was no job analysis conducted, employees are rated on the same form and the managers did not work with the employees while setting up the goals that are used when evaluating their performance. It means that the employees are not even aware of the specific expectations that are expected from them.

A poor implementation of this component of the performance management system has an effect in the overall implementation of the performance management system in that the employees do not understand what is expected on them. Equally, it does not ascertain whether the employees have the required skills and support that can enable them to meet such expectations. For that reason, despite the presence of the performance management system, its effectiveness is at stake because it will be appraising the work of the employees while there has not been any standards set against them. The university should start by doing a job analysis after

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