Chapter-6
6. Implications and suggestions
This extensive study is done to know the important factors of performance management system for cement companies in Rajasthan and these important factors have any significance on demographic variables, used for the study. Based on overall study, researcher has strong opinion that these implication and suggestions will help to the cement companies at the time of introduction and implementation of performance management system. If PMS is already implemented then this can make improvement in their performance management system.

After factor analysis, we have identified the core important factors which are goal setting, career planning and appraisal system, compensation, role of supervisor, performance review, learning and feedback, reward and recognition, personal benefits and work freedom. These factors are important for the cement companies and acceptance of these results will make the cement company’s performance management system more effective when they enable these PMS factors in their organization and they can achieve better than the present.

By literature review, it has been found that in Indian and international organizations there are some (i.e 2, 3 factors) factors which were important to be implemented or to be introduced. Herein, 9 important factors found i.e goal setting, career planning and appraisal system, compensation, role of supervisor, performance review, learning and feedback, reward and recognition, personal benefits and work freedom which shows that cement companies are required to see their performance management system. Because any of the company who is lacking with these important aspects of PMS then they must review their performance management system.

This study suggests to cement companies of Rajasthan to review their performance management system and if they are lacking with these factors then introduction is required for effective PMS. In case, cement companies are having these factors in their PMS then they must review their PMS and do effective implementation.

If any cement company is having performance appraisal system then it can be transformed from performance appraisal to performance management system with these important PMS factors for effective PMS system.

These PMS factors are useful for cement companies as well as academicians wherein academicians can go for further research and can suggest other important aspects.
When these important PMS factors were analyzed with demographic variables then result shows that most of the factors are not having much significant difference with gender, age, education, designation and year of service therefore researcher suggests that PMS factors do not have much significance for gender, age etc. It does not affect that, what gender you are or what age you are but the factor is important for cement company’s PMS.

This study helps to cement industries, academicians, researchers etc. In cement industry, with increasing competition and paradigm shift, strategic decisions are very important therefore top management are required to consider factors of PMS in their strategic decisions. Middle and lower management employees will be benefitted with low attrition rate, high motivation and job satisfaction that will lead to increase employee productivity. In academic courses like MBA, MHRM etc, these findings can be imparted for practical approach with the text. Researchers can take forward this research to Indian or international context.

The future research can be done in Indian or global context of performance management system for cement companies.

Future research can be done in Rajasthan with the context of factors of human resource management systems in cement companies, to have broader view.