

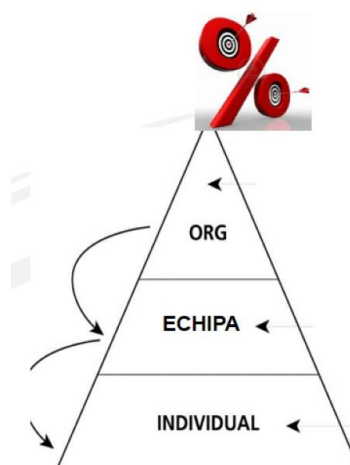
Management of objectives

Management objectives or management by objectives is an instrument that consists in setting goals, planning of them, control and evaluation.

When we talk about goals they may be targets of quality according to standards, can be technical and economic indicators of companies, or the indicators for production, quality, safety, etc..

When the targets were set at the company level they need to be established for all levels, communicated, monitored, redressed through actions if deviate from the direction established and updated in case of modification .

In ordet that the result of objectives to be effective and to bring added value to both, employee and the organization, the assessment must be S.M.A.R.T:



- ❖ **Specific** – the formulation of objectives must be done specifically and exactly

- ❖ **Measurable** – objectives expressing must be done in measurable numbers or values

- ❖ **Achievable** – goals need to be achievable

- ❖ **Relevant** – goals must be important for the employee and for the organization

- ❖ **Limited in time** - targets must have fixed dates for the intermediate steps or for final target

