Lesson 3
NSPS at a Glance
Lesson Objectives

After completing this lesson you will be able to:

• Explain the NSPS pay-for-performance concepts.

• List the different stages in the performance management cycle.

• Identify components of the NSPS performance management system.
Performance Management for Employees

NSPS at a Glance

End of last cycle (Sept. 30)

Performance Plan

Accomplishments

Rating

Payout Recommendations

Pay Pool Process

Payout

Start of next cycle (Oct. 1)

1 year

Pay
Performance Management Cycle

- Planning
- Rewarding
- Rating
- Developing
- Monitoring
Group Activity

ACTIVITY
Performance Management for Employees

NSPS at a Glance

Review
In Review

• Performance management drives performance in the organization.

• A salary-appropriate performance plan establishes and communicates expectations.

• Performance management is the ongoing responsibility of both the manager/supervisor and the employee.

• Pay-for-performance is an integral part of NSPS performance management.

• Good performance will be rewarded.