

Human Resources Management Development Portfolio in Romania



Performance management

Output name	Description
Technical Assistance: Developing a Unitary Human Resources Management System Within the Public Administration	
Analysis of the performance management system in the Romanian public administration (August 2020 – Deliverable 5.1)	The report analyzes the performance management system in the Romanian civil service in use at report's date and develops broad recommendations for reform.
Proposed roadmap for the phased introduction of alternative performance assessment tools (May 2022 – Deliverable 5.2)	Provides a roadmap for the implementation of a new performance management model in the Romanian public administration (detailed guidance on the necessary steps, actions and institutional responsibilities which would enable the effective implementation and use of the envisaged performance management mode.)
A guideline for HR departments in employee management and career development (April 2021 – Deliverable 5.3a)	Aims to support HR departments in the Romanian public administration to implement and ensure the proper functioning of the proposed individual performance management framework in their institutions. It details the procedures, processes and rules that institutions, through their HR departments, need to introduce and apply in the institution to use the proposed performance management framework.
Guideline on methods and instruments for motivating staff in the public administration ((April 2021 – Deliverable 5.3b)	Aims to support managers in the Romanian public administration to effectively operate within the proposed individual performance management framework and understand and be able to apply best practices in motivating their staff.
Report on e-learning module: Performance management (June 2022 – Deliverable 4.5)	Provides a description of the e-learning modules on the proposed performance management system, including context and purpose. The e-learning modules present the findings and recommendations of the main thematic areas.
Report on the introduction of performance related pay in the Romanian public administration (August 2020 – Complementary)	This “connected report” on the Introduction of performance related pay in the Romanian public administration is meant to inform the Analysis of the performance management system report. It provides targeted recommendations on the operationalization of the “excellency award”, informed by a review of international and national experiences with performance-based pay.