

BÖLÜM 16

PERFORMANS DEĞERLENDİRME SİSTEMİ

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GİRİŞ

Performans değerlendirme, günümüz insan kaynaklarının stratejik yönetim unsurlarındandır ve çalışanların bireysel ve/veya ekip olarak kuruma sağladıkları katkıları ölçer ve elde edilen veriler ile geleceğe yönelik planlamaları kolaylaştırır. Bir işletme kapsamında olan sağlık kuruluşlarında da yüksek performans eldesi için yüksek performanslı çalışanlar gerekmektedir. Bu bağlamda sağlık çalışanları arasında en yüksek sıklığı teşkil eden ve sağlık sisteminin her basamağında rol ve görevleri olan ebelerin performanslarının yüksek tutulması önem arz etmektedir. Kaliteli sağlık bakımı kapsamında ebelerin rol ve görevlerini yerine getirmeleri değerlendirilmeli ve hizmetin istenen düzeye ulaşması için planlamalar yapılmalıdır. Bu bölümde ebelerin performans değerlendirmesi ele alınmıştır.

PERFORMANS VE PERFORMANS DEĞERLENDİRME YÖNTEMLERİ

Bireylerin veya bireyler topluluğunun görevlerine ilişkin fiil ve çabalarının nitel ve/veya nicel sonuçlarına performans denmektedir. Kurumsal olarak ise çalışanların kurumun hedeflerine ilişkin standartlara uygun davranışlara sahip olması ve kurumun hedeflerine yaklaşma derecesidir. Performans değerlendirmesi ise “çalışanların faaliyetlerinin ve çıktılarının kuruluşun hedefleriyle eşleşmesini sağlama süreci” olarak tanımlanmaktadır.

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