

info kampus



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Konvensyen KMK (m.s. 4)



inside !



Mesej Dr Abg Ridzuan

URDC Research Workshop 1

Konvensyen KMK

American Students at UiTM Sarawak

Our Website launching

HEA Retreat

Kesatria students scale G Kinabalu

Humour in the Classroom

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Search For The Meaning Of Life

Prabha Ramakrishnan

Ever since I turned fifty, my mind has been troubled by a lot of childhood questions. Beyond my childhood and into my adulthood, I often pushed back thoughts about seeking the meaning of life for I was more engrossed about the meaning of work. But now that I know the dreadful secrets and joyful mysteries of work, I guess the next logical step is to go back in time to the childhood question of "What is the meaning of Life?"

So, I discreetly asked a few friends what they thought of this original question. Some looked at me strangely and backed off; a few burst into laughter and ran away; and others were hit with selective deafness and changed the topic. One even posed a question as an answer: "What is the meaning of Euro 2004?". Though I was certain that the love for football could not be the basis of life on Earth, perhaps the inherent elements of fun, excitement and suspense could epitomize the meaning of life? I was still not sure. So, I turned to the greatest guru of all times: the humble silicon chip, the computer.

I fired up my PC and raced to the holiest site of all search engines: google.com. With reverence, I carefully typed into the dialogue box the words "the meaning of life" and gently massaged the search button. In a blinding blaze of 0.16 seconds, the web guru flashed before my eyes a list of 352,000 web destinations in answer to my search. I have selected a cream of websites that will thrill you into knowing the meaning of life in 60 minutes. The table below lists the goodies:

- <http://www.bellaonline.com/subjects/5465.asp>
- <http://www.mlife.org/>
- <http://www.dislam.org/links.html>
- <http://vmohan.com.my/gurulife.htm>
- <http://www.inspirationalgiftbooks.com/prophet.htm>
- <http://users.aristotle.net/~diogenes/meaning1.htm>
- <http://www.themeaningoflife.org/>
- <http://yudkowsky.net/tmol-faq/meaningoflife.html>
- <http://www.pearls.org/>

For those of you who already know the meaning of life, kick your day off at <http://www.euro2004.com>. Or if that's too wild, why not stop and smell the flowers at <http://www.digitalphotoartistry.com>.

"The ideals which have lighted my way, and time after time have given me new courage to face life cheerfully, have been Kindness, Beauty, and Truth..."

Albert Einstein (<http://members.aol.com/pforpeace/quote7.htm>)

Performance Appraisal: What is wrong with it ?

Nagarajah Lee

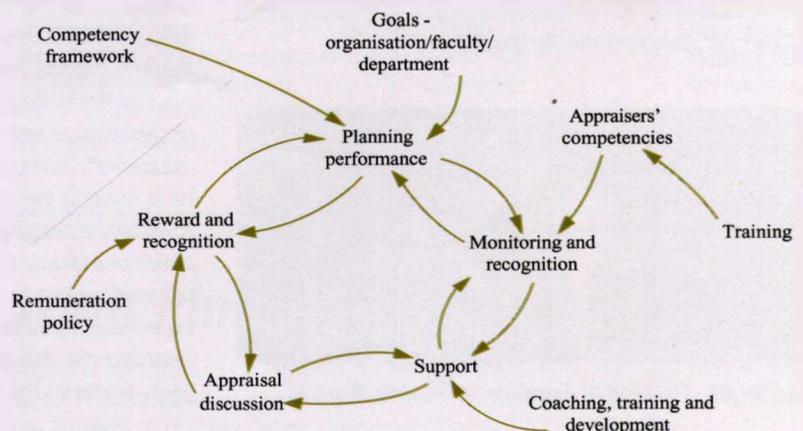
An organization will enjoy a sustained performance only if it creates a performance culture among its employees. This is only possible when the performance management system is tailored to the organization so that it will align itself to the organization's culture. A local perspective of the organization, such as the context in which it exists, needs to be integrated with the generic principles of performance management so that the effectiveness of its implementation is optimal.

In most performance management model the performance appraisal is the most visible component of the performance management process. Thus, many people perceived performance appraisal as the performance management system itself where in actual fact the annual performance appraisal is only one component of the performance management process. The misconception of equating performance management with performance appraisal has been the major factor which prevents the performance management system from being a tool for sustaining the success and competitiveness of the organization. Bob Havard (2001) stated that the performance appraisal system that functions as a stand-alone tool for managing the employees' performance will eventually degenerate if it is not connected to other performance management process.

How do we make our appraisal system systemic ?

No one can deny that managing the performance of the employees in an organisation is an important task. In an attempt to address the problems relating to performance, managers often isolate them from their complexity before attending to these problems. The reductionism approach in managing performance does not truly address the problem because it is not looking at the actual problem but its symptoms instead. For example, if we are interested in knowing whether the employees' performance depends on the reward system, our focus would be the relationship between the performance level and the remuneration. This is what the system thinkers term as analysing the events. In the system thinking, the focus is on understanding how these factors interact and the objective of the management is to find the leverage point, for example, between the optimal performance level and the existing conditions in the organisation.

The systems perspective offers a more holistic and integrated approach where the performance appraisal is well linked with other performance management aspects such as organization's goal, competency framework, performance planning etc. The systems way of assessing the employees performance is shown in the figure below.



URDC Research W'shop Programme (p 3)



HEA Retreat (p 8)



Our Own Fitness Centre (next issue)



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" Berbekalkan ilmu, keazaman, ketaqwaan dan yakin segalanya boleh, kita akan lebih memahami erti kemerdekaan." Prof Madya Dr Abang Ridzuan