

## Oman Air Unveils New Performance Management System

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As Oman Air prepares for its next phase of rapid expansion, due to launch later this year with the arrival of the first of 20 new aircraft, the national carrier of the Sultanate of Oman has reaffirmed its commitment to the highest quality in all areas of its operations.

The latest step in this process is the launch by Oman Air's Finance and Human Resources Department of its New Performance Management System 2014, which will involve every member of staff, throughout the company. The project aims to achieve better results by developing understanding and managing performance within an agreed framework of planned goals, standards and competency requirements. Individual outcomes will be linked to Oman Air's reward programme, following end-of-year reviews.

Unveiling the new initiative, Dr Rashid Mohamed Al Ghailani, Chief Officer Human Resources, commented:

"On behalf of the Management team, it gives us, great pleasure to launch the New Performance Management System 2014, which provides a vital mechanism for communicating responsibilities and evaluating achievements.

"This new system is critical to all key stakeholders at the company. It has been designed to ensure that all supervisors evaluate the performance of their employees in an objective manner and in line with the corporate framework.

"Oman Air has built its formidable international reputation upon the quality of the goods and services we offer to our customers and the continuing success of the company relies on our individual accomplishments. With the new Performance Management System, every employee in the company will understand Oman Air's key performance indicators, how his or her individual actions can support the 'big picture', and how they can best contribute to achieving departmental and company objectives.

“I would like to thank all our staff, who have responded so positively to this initiative, and we look forward to seeing the results of the programme over the coming weeks and months.”

Several communication sessions have already been held – with additional sessions planned - to tell employees about the new system. In addition, banners, signage and related communication material have been positioned throughout Oman Air’s HQ and outlying stations. Employees will be kept up to date with the progression of the project and the company’s evolving expectations of both managers and their staff.



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