



The Performance Management System of Faculty Members
at Nanhai Academy of Fine Arts in Haikou University
of Economics in Digital Age

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Abstract

The objective of this research were to: 1) study the opinion of faculty members performance management system at Nanhai Academy of Fine Arts in Haikou University of Economics in digital age 2) To compare the opinions of faculty members regarding the performance management of instructors at Nanhai Academy of Fine Arts in digital age classified by gender, age, educational level and academic level. The sample were 36 teachers at Nanhai Academy of Fine Arts. Using simple randomization. The instrument used in the research was a questionnaire, statistics used to analyze the data, included frequency, percentage, mean, standard deviation, t-test, one-way ANOVA analysis and LSD.

The results showed that 1) the performance management system at Nanhai Academy of fine Arts, Haikou University of Economics in digital age in total is high level, The highest level was in 2 aspects, sorted as follows: Incentives. Performance development and 3 aspects in high level descending order as follows: Performance appraisal, planning and the last one is performance monitoring. 2) Compare the opinion of Faculty Members at Nanhai Academy of Fine Arts in Haikou University of Economics in digital age are classified by gender and have opinions on the performance management system in were not difference. Opinions of educational level on planning were difference at the .05 level. The performance management system at Nanhai Academy of Fine Arts in Haikou University of Economics in digital

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age, classified by age, in planning, performance monitoring, performance development, performance appraisal and incentives were not different. The teachers at Nanhai Academy of Fine Arts in Haikou University of Economics are classified by academic rank were not different.

Keywords: Performance Management System, Nanhai Academy of Fine Arts in Haikou University of Economics in Digital Age

Introduction

The annual performance evaluation serves as the cornerstone of employment management for university instructors. Personnel at the university level and performance evaluation results serve as crucial benchmarks for a variety of personnel decisions. regarding the development of an evaluation system and an index for gauging the effectiveness of university instructors. evaluating the performance of instructors in a comprehensive, precise, and unbiased manner. Integrated management that concentrates on the performance of individuals within the organisation constitutes the performance management system. In order to attain its predetermined objectives, the organisation must establish conducive working environments and methodologies that facilitate optimal performance from its personnel. Its primary objective is to increase performance and productivity, as well as to clarify performance in accordance with corporate performance objectives. As a result, performance evaluation is crucial for encouraging and enhancing the work of professors and for advancing the university's overall teaching quality.

A performance management system encourages return and development. Enhance overall and individual performance. Enhancing performance management objectives and assuming a comprehensive role in performance appraisal necessitates the implementation of rational and consistent progress. science for existing performance evaluation plans in order to develop a more comprehensive performance evaluation plan. Nevertheless, an issue arises from the operational circumstances:



despite the fact that universities and colleges have conducted performance evaluations with faculty members, an assessment phenomenon persists at this time. Simply, this is formal discourse. Furthermore, the incentives for the assessment were not implemented to the degree that the results are only marginally effective and ultimately meaningless. Hence, what are the most efficacious methods for assessing the performance of university instructors? It is a novel strategy that management must examine. college personnel, strategic management is, as is common knowledge, the foundation of organisational management. Human resource management is the foundation of strategic management. And performance management is one of the tenets of human resource management. One could say that comprehensive administration and operations The company as a whole is entirely preoccupied with efficiency.

The assessment of performance holds significant criticality within the framework of human resource management. Aim to enhance the operational efficacy of the organisation while fostering the professional growth of educators. Foster the growth of a thriving institution, invigorate a sense of eagerness towards tasks, and ultimately motivate both the institution and its instructors to collaborate harmoniously for the greater good. Performance appraisal is a critical component of performance management; its success has a direct bearing on the overall efficiency of the performance management procedure. A scientific method is utilised in assessment to evaluate the comprehensiveness of a teacher's duties. The degree of adherence to the professional obligations of the educator As well as the progress of the instructor in accordance with work objectives or performance criteria and constructive criticism To achieve satisfactory assessment outcomes for educators, one need only establish suitable performance evaluation metrics and assessment frameworks. To ensure the efficacy of a performance assessment, only a thorough and functional implementation is required. Without preparation, the performance would hardly be flawless. It is essentially a paper presentation. It cannot be compared to a plain sheet of paper and serves no purpose.

Additionally, performance evaluation is tied to the organization's strategic objectives, and effective action integrates teacher conduct with those objectives. The overall efficacy of the performance appraisal system Organisations must prioritise the integration of human resources and exercise effective coordination and control over teacher relations. Inaccurate or inconsistent evaluations of performance will not inspire positively. On the contrary, they impede the human resource management of the organisation in numerous ways. causing team spirit to suffer and teacher relations to become tense. Thus, both administrators and instructors should acknowledge the significance of performance evaluation effectiveness.

Research objectives

1. To study the performance management system at Nanhai Academy of Fine Arts in Haikou University of Economics in digital age.
2. To compare the opinions of faculty members regarding the performance management of faculty members at Nanhai Academy of Fine Arts in digital age classified by gender, age, educational level and academic rank.

Conceptual framework

This research uses principle about the performance management system from the Office of the Civil Service Commission has developed a performance management system, or as we call it, the PM system to make this system a tool for effective performance management in five aspects.

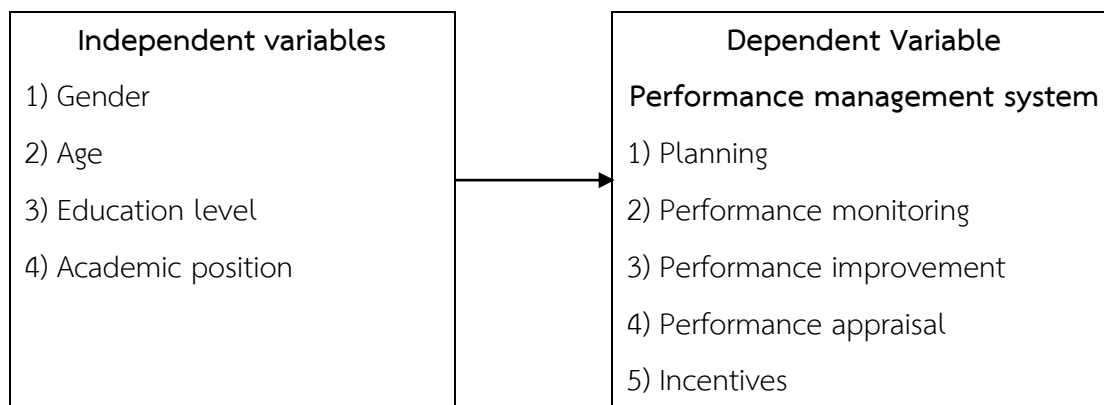


Figure 1 Conceptual framework



Research Methodology

Research, Performance Management of faculty members at Nanhai Academy of Fine Arts. The objectives were to study the performance management of faculty members at Nanhai Academy of Fine Arts, and compare the performance management opinions at Nanhai Academy of Fine Arts teachers classified by gender, age, position and work experience. The details of the implementation according to the researcher using the research methodology are as follows:

Population and Samples

The research population were teachers Associate teachers Lecturers and Tutors at 40 totally at the Nanhai Academy of Fine Arts. The sample consisted of professor, Associate professor, Lecturers and Tutors at Nanhai Academy of Fine Arts by using the table of Krejcie and Morgan get 36 less a lottery of 36 respondents and use simple random sampling method.

Research Instruments

Instrument used in this research is an opinion details as follows: The opinion is a question about performance management of teachers at the Nanhai Academy of Fine Arts. The researcher considered the conceptual framework and related variables to create the questionnaire. The structure of the questionnaire created by the researcher is divided into 2 parts as follows:

Part 1 Question about general information of the respondents, namely gender, age, education and academic rank.

Part 2 Question about variables Management of the performance of teachers in the Nanhai Academy of Fine Arts in 5 areas: planning; performance monitoring; performance development; performance appraisal; incentive.

Procedures in Conducting Research

The researcher used the questionnaire created to test the accuracy and confidence as follows:

Step 1: The content of the questionnaire validity was determined using the Index of Item Objective Congruence (IOC). The researcher presented the questionnaire



with 3 experts to determine the validity of the content consistent with the objectives. The applicable questions have a consistency index between .67-1.00.

The researcher brought the questionnaire back to improve it according to the recommendations of the experts. Edited and presented to the advisor for consideration and then used to find the correctness.

Step 2: Determination of straightness (Reliability) of the tool by using the questionnaire to experiment with teachers in college 20 sets of non-sample samples were then used to determine the confidence value by finding Cronbach's Alpha Coefficient using a packaged program. The confidence value of the questionnaire that can be used has a confidence value of more than 0.7.

Step 3: Prepare a complete questionnaire to collect data with the specified sample group in research

Data analysis

The researcher used the data obtained from the data collection for analysis using research statistical methods. By using a statistical package and presented in the form of a table accompanying the description as follows:

1. Inquire about general information of the respondents Analyzed by frequency distribution and percentage calculation.
2. Inquire about the teacher's performance management by finding the mean (Mean) and the standard deviation (Standard Deviation: S.D.).
3. Analyze the comparison of the differences in the data. The mean of the data from the two respondents was compared using the t-test. For the comparison of the mean of the data from the three respondents, one-way ANOVA was used. The statistical significance level was set at 0.05.

Case of the analysis of variance found that there was a significant difference The pair mean pairs are compared using LSD method to determine which sample pairs are different.



Research Results

The performance management system of Faculty Members at Nanhai Academy of Fine Arts in Haikou University of Economics in digital age.

Table 1: The mean and standard deviation of the performance management system at Nanhai Academy of Fine Arts in Haikou University of Economics in digital age.

Aspect	Performance Management System	\bar{X}	SD.	Level	Ranked
1	Planning	4.48	.82	High	4
2	Performance monitoring	4.37	.77	High	5
3	Performance improvement	4.50	.79	Highest	2
4	Performance appraisal	4.49	.82	High	3
5	Incentives	4.51	.72	Highest	1
Total		4.47	.74	High	

From Table 1, the opinions of respondents on Performance Management System were at a high level (\bar{X} = 4.47 SD=.74) in overall, when considering in each aspects, the highest mean was Incentive (\bar{X} = 4.51 SD=.72) at the highest level, followed by Performance improvement, Performance appraisal, Planning, and Performance monitoring respectively.



Table 2: The comparison of the opinions of respondents on the performance management system at Nanhai Academy of Fine Arts in Haikou University of Economics in digital age, by educational level.

No. Performance Management System		Educational level				t	P value
		Bachelor degrees	SD	Master Degree and Doctoral Degrees			
				\bar{x}	SD		
1	Planning	3.72	1.19	4.61	.69	-2.40*	.02
2	Performance monitoring	4.05	.96	4.42	.74	-.99	.33
3	Performance improvement	4.06	1.04	4.58	.73	-1.38	.18
4	Performance appraisal	4.10	1.09	4.56	.77	-1.16	.26
5	Incentives	4.23	.83	4.56	.70	-.95	.35
Total		4.03	1.00	4.55	.68	-1.46	.16

* statistical significance at level .05

According to Table 2, the comparison of the opinions of respondents on the performance management system classified by educational level were not different, in overall and particular aspects, except for the aspect of Planning with a statistically significant difference at the level of .05.

Discussion

The study was successful. The answer can be found based on the above research objectives and research results. Some observations are as follows: 1) The result of performance management system of Faculty Members at Nanhai Academy of Fine Arts in Haikou University of Economics in digital age. The total and every aspect are at a high level. When considering each aspect, The performance management system of teachers in digital age were found that at the highest level in



2 aspects and a high level in 3 aspects. Descending order by mean were Incentives and performance development were at the highest level and performance appraisal planning and performance monitoring at a high level because the faculty members read and search new knowledge for performance development some are control monitor and performance appraisal also that they receive many Incentives for work and for life and having appraisal supervisors for action plan and expert committee for action plan. Assessors will be assigned tasks to assesses. Target values related to the expected achievement. That same as HB Huang , GN University (2015) The following are some approaches for such a performance appraisal system: to make the guideline clear and form the culture of human-oriented performance: to involve the third party in the assessment and use multiple appraisal methods; to encourage the appraisal objects to participate in the process of assessment so as to change the passive self-observation into the active one; and to open the feedback and explanation of the results. At the same time, relevant systems, such as external supervisory mechanism, mechanism of appealing and motivation mechanism, should be established as the guarantee of the system.

When discerning order, the performance management system of Faculty Members at Nanhai Academy of Fine arts in Haikou University of Economics in digital age were as follows: 1) Incentives in total of the performance management system of Faculty Members at Nanhai Academy of Fine Arts in Haikou University of Economics in digital age were the highest level. Because the current unit performance management system is very fair. Supervision and cooperation among colleagues. Rewards and penalties are directly linked to salary increases. Developmental promotion emphasis on self-development of teachers. Encourage each employee to consciously discover and improve themselves. Rewards and penalties are directly linked to salary increases. The current unit performance management system is very fair and fair because the faculty members want to more salary for the better live and happy to work and performance working the faculty members want to the manger is very fair to judge and evaluate. That same as XI



Heng-Zhen (2010) On the Necessity of Implementing the Developmental Teacher Evaluation System in universities. The scientific and effective evaluation system for university teachers is the key to ensuring the healthy and stable development for the higher education face the present situation of college teachers: emphasis on rewards and punishment and the distinction while neglecting the promotion and development emphasis on scientific research while neglecting teaching emphasis on "things" while neglecting "persons" emphasis on re-assessment while neglecting self-assessment emphasis on quantitative evaluation while neglecting qualitative evaluation colleges and universities need to change the traditional teacher evaluation system and implement of the developmental teacher evaluation system.

2) Performance development in total of the performance management system of Faculty Members at Nanhai Academy of Fine Arts in Haikou University of Economics in digital age were the highest level. Because developing Innovative problem-solving skills. Link performance with job salary, and pay reasonable wages. Encourage and motivate Employees receive continuous training and development towards the future. Critical thinking development. Determine work objectives and check work completion. Promote the intercultural Communication Skills and high social responsibility. Improve the efficiency and ability of employees to achieve organizational goals. That same as Stephen Pilbeam Marjorie Kobnaki (2003). The practice of human resource management. Analysis to performance management is the core content of enterprise human resource management, all human resource work in the enterprise is carried out around improving the work performance of employees. It is to achieve the strategic goals of the enterprise by improving the performance of employees, and it is a process of continuous communication between managers and employees. With the increasingly fierce competition, enterprises pay more and more attention to improving the performance of employees, because the performance of employees directly affects the operating efficiency and development of enterprises.

3) Performance appraisal in total of the performance management system of Faculty Members at Nanhai Academy of Fine Arts in Haikou University of Economics in digital



age were at a high level. Because Active listening helps employees explain results including obstacles to work. Assessors use a number of methods to verify employee performance. The orientation of the performance appraisal is clear and reasonable. The assessor checks the work according to the indicators set. Performance appraisals are accurate and fair. Assessors give suggestions that promote self-development of employees. That same as Zhang Nan Xing, Wang Chunchun, Jiang Zhaohui (2015) College performance evaluation: the theoretical thinking of practical exploration. Into the new stage of performance evaluation of colleges and universities, must complete its theoretical construction and since: universities has the natural elements of performance evaluation, performance evaluation can reflect through the structural quantitative quality quality, performance indicators can be comprehensive statistics and pedagogy selected from the educational activities, performance evaluation can innovate more perspectives of performance comparison to reduce the marginal effect, performance evaluation because of the difference has different boundaries. With the deepening of research and practice, the performance evaluation of colleges and universities will get greater attention, recognition and application. 4) planning in total of the performance management system of Faculty Members at Nanhai Academy of Fine Arts in Haikou University of Economics in digital age were at a high level. Because having expert committee for action plan. Having appraisal supervisors for action plan. Assessors will be assigned tasks to assesses. Target values related to the expected achievement. That same as Zhang Min (2013) In the analysis of how to strengthen enterprise performance management and realize the rapid development of enterprises, in practice, many enterprises do not have a perfect performance management system, and there are many problems. The primary task of an enterprise is to establish an effective performance management system. The process of performance management includes: performance planning, performance consultation, performance appraisal and feedback stage, and the application stage of performance appraisal. Only by connecting these processes closely can the benefits of performance management be truly brought into play and have inestimable value



for the development of enterprises. 5) Performance monitoring in total of the performance management system of Faculty Members at Nanhai Academy of Fine Arts in Haikou University of Economics in digital age were at a high level. Because coaching with teachers or do OJT (On-the-job Training) to teach jobs that teachers have less experience. Providing effective and consistent feedback. Review the feasibility of the goals. The current performance appraisal system takes into account all the factors that should be considered. That same as Qian Weiyan (2021), On the Relationship between Enterprise Performance Management and Enterprise Strategy, proposed the strategic oriented performance management to coordinate the work of various departments to establish a set of financial and non-financial system, which provides a monitoring mechanism for the implementation of enterprise strategy. Regularly track the indicators, analyze the deviation with the target, understand and grasp the implementation of the enterprise strategy, and make timely adjustments, provide a clear plan for the enterprise reform, and effectively realize the strategic management of the enterprise goal.

The comparison results show that, the performance management system of Faculty Members at Nanhai Academy of Fine arts in Haikou university of economics in digital age. Is not different from the teachers' gender, age and academic rank. But educational level is different of planning. Because the master's degree and doctoral degree have the opinion for planning at the highest level but the bachelor's degree has the opinion of planning at high level. When the bachelor's degree of planning, the master's degree and doctoral degree implement having expert committee for action plan. Having appraisal supervisors for action plan. Assessors will be assigned tasks to assesses. Target values related to the expected achievement. That same as Robert Bakwa (2021) studied that Performance management: how to appraise employee performance proposed mainly through the employees Ability analysis, reasonable analysis and scientific comparison of employees' job performance, identify the comprehensive quality and working ability of employees, identify high-quality and low-quality employees, provide real and reliable data for



the selection of talents, provide plastic space for the cultivation, growth and development of talents, and improve the utilization rate of enterprise resources.

Suggestions

Suggestions on implementation research results according to the suggestions, the research results show that the incentive is much larger than any other aspect, with the highest average. Therefore, the managers at Nanhai Academy of fine arts should formulate policies, make effective plans, implement performance monitoring, plan performance development, improve performance appraisal, enrich and implement incentive measures. Future - oriented, and planning Performance monitoring Performance development and Performance appraisal, Incentives. It is helpful for teachers to have a better development direction, improve the shortcomings, and finally improve the ability of all aspects, and effectively achieve the mission and goals.

Further research is recommended

1) To determine whether The Times will predict whether the future will evolve and whether we must continuously innovate or enhance those facets in order to assist the instructors at Nanhai Academy of Fine Arts in becoming more proficient.

2) An examination of the teaching performance appraisal system's specific component analysis is warranted.

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