


---



## Management Practices (cont'd)

### *Unfavourable Responses*

In terms of performance assessment, less than half of the respondents agreed or strongly agreed:

- My supervisor sets clear, measurable objectives early in the year (40%)
- Fair measures are used to assess my performance (46%)

Participants also responded unfavourably that their Head of Mission takes steps to limit any negative effects of work on their life outside the office (42% agreed or strongly agreed), and that they are supported for taking action necessary to accomplish objectives rather than waiting for directions (41%).

Employees also have little confidence (less than 30% agreed or strongly agreed) in their department's system for handling employee problems and complaints, both when they are in their Headquarters city, or when they are assigned abroad.

Twenty-one percent of employees responded that HR policies are applied equitably to all employees.