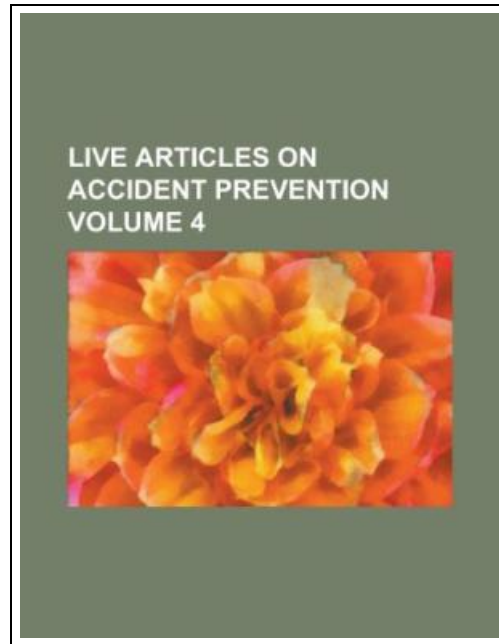


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RareBooksClub. Paperback. Book Condition: New. This item is printed on demand. Paperback. 28 pages. Original publisher: Washington, DC : The Office, 2001. OCLC Number: (OCoLC)47243895 Subject: Administrative agencies -- United States -- Personnel management. Excerpt: . . . executives as one approach to defining accountability for specific goals, monitoring progress during the year, and then contributing to performance 15 evaluations. Two agencies discussed in that report - the Department of Transportation (DOT) and the Department of Veterans Affairs (VA) Veterans Health Administration (VHA) - discuss in their fiscal year 2001 performance plans their continued use of performance agreements. For example, DOT states that it is cascading the performance agreement goals between the Secretary and administrators or departmental officers to all Senior Executive Service members within the framework of its performance evaluation system. VHAs implementation of individual performance agreements is negotiated between the Under Secretary for Health and all senior executives in VHA. These agreements contain quantifiable performance targets and other organizational priorities to which executives are held accountable for achieving. In addition to a discussion on performance agreements, VA cites in its plan other activities under way to enhance accountability for performance. For example, the Veterans Benefits Administration (VBA) integrated a balanced scorecard of performance measures into its executive appraisal system on such areas as service delivery, customer service, and employee satisfaction. VBA has established an automated Balanced Scorecard that is available to all employees via VAs Intranet and reports results at both the operational and strategic levels. VA also notes in its fiscal year 2001 performance plan that the National Cemetery Administration developed and is using consistent performance standards for all cemetery directors that are linked to its strategic goals. These performance standards address the areas of customer service and stewardship...



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