Effective performance management system is critical to organizational effectiveness and human capital.Promotion also plays an amazing factor linking recognition and rewards systems because they help in bends and promoting positive work climates that aims at encouraging excellent performance through providing of attractive promotions, bonuses or even announcing the excellent performers to the public.The other five elements include feedback mechanisms, where positive and negative feedback are conducted formally and informally, respectively so as to reinforce success and deal with failures and problems.This makes clear the aims and visions of organizations to employees hence escaping the dilemma of WHO WHAT WHEN of organizational objectives.This is due to the fact that training in human resource management should prepare managers on how to establish performance targets and how to empower and appraise workers competently

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