

## **Exploring Non-Governmental Organizations' Performance Management: Bahrain Athletics Association as a Case Study**

**Authors :** Nooralhuda Aljlas

**Abstract :** In the ever-growing field of non-governmental organizations, the enhancement of performance management and measurement systems has been increasingly acknowledged by political, economic, social, legal, technological and environmental factors. Within Bahrain Athletics Association, such enhancement results from the key factors leading performance management including collaboration, feedback, human resource management, leadership and participative management. The exploratory, qualitative research conducted reviewed performance management theory. As reviewed, the key factors leading performance management were identified. Drawing on a non-governmental organization case study, the key factors leading Bahrain Athletics Association's performance management were explored. By exploring the key factors leading Bahrain Athletics Association's performance management, the research study proposed a theoretical framework of the key factors leading performance management in non-governmental organizations in general. The research study recommended further investigation of the role of the two key factors of command and control and leadership, combining military and civilian approaches to enhancing non-governmental organizations' performance management.

**Keywords :** Bahrain athletics association, exploratory, key factor, performance management

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