u‌‌‌‍‍‌‍‍‌‍‌‍‌‍‍‌‌‌‌sing literature you have to explain how PM strategies can be customized according to company's needs i..e to meet companies strategies mission, vision and business objectives. So you can provide one or more examples of companies having different competitive strategies and how should they design their HR/PM systems. but please remember, this piece of assignment is not a case study but literature review the end. Also, please feel free to use/explore/search for articles other than what I referred to earlier. Using your critical review and analyses of literature on performance management, attempt to answer the following question: What would be the key differences in the performance management system designed for companies following the following competitive strategies: - Innovative - Quality focused - Cost focused Discussion must be carried out around at least two of the various performance management related issue‌‌‌‍‍‌‍‍‌‍‌‍‌‍‍‌‌‌‌s such as design of performance appraisals, reward structure, training and development, and feedback. To complete this assignment to a high standard you need to research the peer-reviewed literature extensively (at least 6-8 papers) in addition to review topics covered in class. Please note that it is imperative that you substantiate your claims, which necessitates the extensive use of peer-reviewed literature to support your argument. You will need to read more broadly than the Readings suggested in the Unit Guide if you wish to get the most out of this assignment. Your argument and conclusions need to emphasise the critical elements of performance management systems in various business environments. I will upload discretion, rubric and requirements of the assignment. as well as how to write a Literature Review. please see, read all the documents carefully before you start because there is no time for editing. thank‌‌‌‍‍‌‍‍‌‍‌‍‌‍‍‌‌‌‌s