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# Evaluation of performance management maturity level in the gas company Guilan

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**Abstract** The research studies assessing maturity level of performance management with the help of PST tool. The study is descriptive type while it is applicative and basic in target and level and field data collecting method was used. According to PST model a questioner was made and validity assurance of the questioner was made by ten Guilan Gas Company experts. Then interviews were held with regard to questioner's guidelines to assess maturity level of approaches for management performance . At the end of each interview the suggestions for improvement of approaches were collected . By Delphi method the strategies mentioned by respondents were further refined to provide best suggestions to improve the approaches. The results of the analysis was presented by tables and charts. The research statistic society was administrators and senior experts of Guilan gas company. The reason for this choice was this fact that senior managers and experts were familiar with all the procedures and approaches have been examined in this study. In this study, 30 of these experts and managers were interviewed to comment on the level of maturity of each of the approaches described as the company's management performance. improvement offers of experts was collected and by classification and resurveying and ratings on Agreed offers , the best offers was investigated and presented as the results of this research. In addition, comparing the current situation and the desirable condition described by PST tool another improvement suggestions were presented for each performance management approaches. After statistic analyze , 0.9 Cronbach's Alpha showed collected data reliability. Research result shows that success implementation of performance management approaches is very difficult. If an organization like sample company continuously for some years work on it by assigning required supplies can't simply reach to the top level of maturity in management performance.

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**Keywords : Keywords: performance management, assessment level of maturity, Guilan Province Gas Company experts.**

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