

# HR MANAGER KPI PERFORMANCE APPRAISAL

## HR Manager KPI Performance Appraisal Form

Name: Department: Position:

Direct supervisor (during time): Assessment cycle: monthly

score target	Assessment Indicators	Position	Key Performance Indicators	Point Deduction standard	Self-rating	Direct supervisor	Result
2000 Performance KPIs	recruitment	20%	Make human resources planning according to the requirements every week  Recruit more than 100% of the required personnel within the specified time  The qualification rate of new recruits is above 80%	10 points will be deducted for not doing it, and 5 points will be deducted for being late  5 points will be deducted for 80% above, and 5 points will be deducted for less than 80%  5 points will be deducted for 70% above, and 5 points will be deducted for less than 70%			recruitment score
	employee training	20%	Make new 5 training measures per month by the human resources department  The average job satisfaction, engagement and feedback  Surface the 100% of each month, formulate the training plan for the next month of the human resources department and submit it to the general manager for review	10 points will be deducted for new training measures deduction, deduction of 10 points  10 points will be deducted for job satisfaction and the measures will be 10 points  10 points will be deducted if there is no plan, 5 points will be deducted for new 10 days, and the measures deduction will be 10 points			
	salary	30%	Review the salaries, responsibilities and accuracy of salary payment  Let continuously improve the company's welfare system according to the company's situation and the actual performance	points will be deducted since there is a complaint			
	performance appraisal	30%	Use the results of performance appraisal for each employee according to the results and submit them to the general manager  Employees are more than 100% satisfied with the assessment results	Review the rationality and authenticity of KPI, and deduct 1 points for every employee complaint  If there is an employee complaint, 10 points will be deducted each			
	Corporate culture, system, process innovation	30%	According to the results of the company's development, it can continue the actual situation to improve the company's various management systems, and can effectively implement them  The system and process plan and control according to the requirements of the superior that passed the approval of the superior  The new 5 new 5 training measures per month by the human resources department  Company culture training the daily status of new employees in the company	1 point will be deducted for each time missing from the basic system  10 points will be deducted if not fully  10 points will be deducted for no training or insufficient training  If not carried out, deduct 10 points			Corporate Culture Score
	employee communication	30%	Other number of communication with employees is not less than 5 times per month, and monthly can be obtained	Other 10 points, 10 points deducted			
	Work Effect	20%	Guarantee that the number of work plans not completed per time does not exceed 5  Satisfaction of direct supervisor with the quality of work plan completion	If there is not completed per time, 10 points will be deducted (maximum 10 points)  10 points for satisfaction, 10 points for general, 5 points for general, 5 points for general			Work Effect Score
	Service attitude KPIs	30%	Internal service  External service	10 points for satisfaction, 10 points for general, 5 points for general, 5 points for general  10 points for satisfaction, 10 points for general, 5 points for general, 5 points for general			
2000 Work attitude KPIs		30%	Attendance is regular, and work quality  Teamwork, strong sense of responsibility  Agility, efficiency, and innovation  No delay to the company, ability to solve problems, and complete the tasks assigned  Respond positively to superior's criticism and make suggestions  Have a plan and progress in daily work				

General Manager Comments:

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