

# Understanding behaviorally anchored rating scale

The following slide illustrates the behaviorally anchored rating scale (BARS) method to evaluate individual performance based on pre-determined standards. It includes key elements such as details, advantages, disadvantages, best fit for etc.



Behaviorally anchored rating scale (BARS)



- Offers both quantitative and qualitative benefits
- Measures performance with pre-set behavioral standards



- Ensures accuracy in performance analysis
- Minimizes chances of biasness
- Focuses on concrete & observable behaviours
- Facilitate consistent evaluation
- Add text here



- Difficulty in making promotional decisions
- Time consuming process
- Add text here



- All sizes & industries
- Add text here



## Key takeaways

Based on evaluation and company's requirement, I should select management by objective method (BARS) to :-

Continuously monitor employee progress

Set standards for evaluation

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# Management Of Scale

**LM Reder**



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