

PROBATION PERIOD EMPLOYEE ASSESSMENT FORM

New employee probation period assessment form

Assessment Date: Year Month Day

Name		Job number		department		group	
post		Entry time: 2000-09-20			Trial Expiration Date: 2000-09-20		
Attendance status (days, times)	sick leave	personal leave	absenteeism	be late	leave early	award	
Employee Self-Assessment and Opinion		Suggestions and opinions of new employees on the company: (including the company's rules and regulations, work process, work environment, salary and benefits, management methods, etc.) Employee signature:					
gerile pver taina hrs l etoo p mfa epe t r not i iot fhe ob en dad t tuhso i reup oi pi nden		Evaluation situation and opinions _____ _____ principal signature: _____ ☐ Unqualified during _____ Those who fail the probation period will be dismissed and all wages will be paid off (salary settlement method, according to factory regulations) ☐ Regularization From: 2000 to 2000 ☐ Early conversion: From: 2000, month day, probation period: 2000 year, month day to 2000 year, month day					
category	Team Leader/Initial Evaluation	Department Head/Review	Administrative department review		General Manager's Office Approval		
Probation							

Probationary Period A Critical Assessment Opportunity

G Thomas



Probationary Period A Critical Assessment Opportunity:

The Probationary Period United States. Merit Systems Protection Board, 2005 **The Probationary Period**, 2005 It is imperative that candidates for Federal appointments are thoroughly assessed This report explores how agencies are using or failing to use the probationary period to ensure that only the best candidates receive finalized appointments as Federal employees The study found that one obstacle is in the phrasing of the law regarding probationers the limitations it effectively imposes on establishing probationary periods of more than one year Also reveals that many roadblocks to successfully using the probationary period come from within the agencies themselves An unwillingness to assess candidates or to act upon an assessment prevents the probationary period from being as effective as it can should be Charts tables Navigating the Probationary Period After Van Wersch and McCormick United States. Merit Systems Protection Board, 2006 *Managing for Engagement -- Communication, Connection, and Courage* Anne Marrelli, 2010 Focuses on how leaders can drive employee engagement and increase high performance mgmt i e the actions leaders from first line supervisors to exec can take to facilitate the motivation and commitment of their employees The effort leaders invest in managing their workforce pays off in substantially higher levels of employee engagement and performance The recommendations it offers for increasing both engagement and performance can be characterized in three words communication connection and courage These are the foundation of performance mgmt communicating openly and honestly with employees connecting with them as people to build good working relationships and demonstrating the courage to address and resolve problems Illus *Reforming Federal Hiring* United States. Merit Systems Protection Board, 2006 Federal Appointment Authorities, 2009-08 Describes how prevalent exceptions to competitive examining have become and the need for supervisors to understand the implication of their use of the alternative hiring authorities The upcoming wave of expected retirements may be a tsunami or it may have the erosive effect of a constant crashing of smaller waves upon the beach In either case most experts agree that the Gov t will need to replace half a million employees in the near future These new employees will serve as the backbone of the Fed civil service for a generation This report studies how new employees are brought into the civil service under the 4 largest Gov t wide hiring authorities and the implications those processes may have for the composition of the civil service Illus

Department of Defense National Security Personnel System United States. Congress. House. Committee on Armed Services. Readiness Subcommittee, 2010 Job Simulations, 2010-02 Examines the utility of job simulation assessments for use in the Federal hiring process A job simulation is an assessment that presents applicants with realistic job related situations and documents their behaviors or responses to help determine their qualifications for the job Job simulations include but are not limited to work samples situational judgment tests assessment centers and job tryout procedures This report identifies a number of factors for agencies to consider when making decisions about their assessment process Also it identifies a 5 step assessment strategy that should help agencies develop and implement an assessment program that assists

them in selecting employees on the basis of relative ability knowledge and skills **S. 1250, S. 1275, and S. 1333** United States. Congress. Senate. Committee on Indian Affairs,2017 **Building a High-quality Workforce**,2005 *Addressing Poor Performers and the Law* Neil A. G. McPhie,2010 This report describes the similarities and differences between 5 U S C par 4303 and 7513 the two sections of the law that authorize an agency to take an adverse action against a Federal employee for poor performance In that context the report addresses the limited ability of the law to address the underlying challenges of a performance based action Poor performers are a serious concern for the Federal workforce and one that the Government has historically had difficulties addressing However as this report explains the biggest obstacle to addressing poor performers in the Federal Government is not created by a statute but rather is simply a question of how supervisors manage the performance of their employees Illustrations **Alternative Discipline** Neil A. G. McPhie,2009-05 Alternative discipline is an approach to addressing misconduct that enables supervisors to consider the nature of the offense and the personality of the employee when crafting a response that has the greatest potential to help the employee to avoid future misconduct For ex Fed supervisors have the authority to suspend an employee without pay if the employee misbehaves but what if the supervisor thinks another method may have a better chance of changing the employee s behavior This report looks at what agencies are doing in this area Few agencies have a formal policy on alternative discipline and many agencies do not provide formal training or guidance Agencies are encouraged to consider alternative discipline **Financial Services and General Government Appropriations For 2010, Part 4, 111-1 Hearings** ,2009 *Call to Action* Anne Marrelli,2010-11 Examines the effectiveness of Fed first level supervisors and how well agencies select develop and manage them First line supervisors as the nexus between gov t policy and action are critical to productivity employee engagement and workplace fairness Supervisory positions even at the first level have distinctive responsibilities and skill requirements Therefore it is essential that agencies have valid selection criteria and processes comprehensive training programs good communication and support networks and sound accountability mechanisms for their first level supervisors In addition this report recommends specific measures to improve supervisors management and performance Charts and tables **Contracting Officer Representatives** United States. Merit Systems Protection Board,2005 **Alternative Discipline** United States. Merit Systems Protection Board,2008 **Financial Services and General Government Appropriations for 2009** United States. Congress. House. Committee on Appropriations. Subcommittee on Financial Services and General Government,2008 *From Candidates to Change Makers* United States. Congress. Senate. Committee on Homeland Security and Governmental Affairs. Subcommittee on Oversight of Government Management, the Federal Workforce, and the District of Columbia,2008 *Financial Services and General Government Appropriations for 2010* United States. Congress. House. Committee on Appropriations. Subcommittee on Financial Services and General Government,2009 **Managing Organizations to Sustain Passion for Public Service** James L. Perry,2020-12-17 New behavioural science knowledge

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