

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	His/her's Rating	Result
2000 Performance 60%	recruitment	20	Make human resources planning according to the requirements every week	10 points will be deducted for not doing it, and 5 points will be deducted for being late			recruitment score
		20	Recruit more than 10% of the required personnel within the specified time	5 points will be deducted for more than 10%, and 5 points will be deducted for less than 10%			
	employee training	20	The qualification rate of new recruits is above 80%	5 points will be deducted for 70% to 80%, and 5 points will be deducted for less than 70%			employee training score
		20	The new recruit training success rate exceeds 90% by the human resources department	5 points will be deducted for less than 90% (20 points)			
	salary	20	The average job satisfaction, resignation and feedback	10 points will be deducted for less than 90%, and the maximum deduction will be 10 points			salary score
		20	Reduce 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 if there is no plan, 5 points will be deducted for more than 10 days, and the maximum deduction will be 10 points			
	performance appraisal	20	Review the human resources and accuracy of salary payment	points will be deducted once there is a complaint			performance appraisal score
		20	Let continuously improve the company's welfare system according to the company's situation and the actual environment				
2000 Performance 60%	employee communication	20	Let the human resources department standards for each position according to the needs and actually assess the performance	Remove the rationality and authenticity of 10%, and deduct 1 points for every employee complaint			employee communication score
		20	Employees are more than 10% satisfied with the human resources	If there is an employee complaint, 2 points will be deducted each			
	employee communication	20	According to the needs of the company's development, it can continue the actual situation to improve the company's various management systems, and can actually implement them	2 points will be deducted for each time missing from the basic system			employee communication score
		20	The system and process plan and actually according to the conditions of the company has passed the approval of the manager	One point will be deducted if not fully			
	employee communication	20	The new recruit training success rate exceeds 90% by the human resources department	5 points each			employee communication score
		20	Human resources training the daily status of new employees in the company	One point will be deducted for no training or insufficient training			
	employee communication	20	A monthly employee opinion survey activity about corporate culture can be carried out	10 points earned each, deduct 2 points			employee communication score
		20	The number of communication with employees is not less than 10 times per month, and actually can be obtained	One time per month, 2 points deducted			
2000 Performance 60%	employee communication	20	Guarantee that the number of work plans not completed per time does not exceed 3	If there is no not completed per time, 2 points will be deducted (maximum 10 points)			employee communication score
		20	Satisfaction of direct supervisor with the quality of work plan completion	10 points for satisfaction, 2 points for general, 5 points for dissatisfaction, 5 points for poor performance			
	employee communication	20	Internal employee satisfaction	10 points for satisfaction, 2 points for general, 5 points for dissatisfaction, 5 points for poor performance			employee communication score
		20	Customer Satisfaction (Internal Customer)	10 points for satisfaction, 2 points for general, 5 points for dissatisfaction, 5 points for poor performance			
	employee communication	20	Performance in internal task work	10 points for satisfaction, 2 points for general, 5 points for dissatisfaction, 5 points for poor performance			employee communication score
		20	Internal work, strong sense of responsibility	10 points for satisfaction, 2 points for general, 5 points for dissatisfaction, 5 points for poor performance			
	employee communication	20	Agility, efficiency, and innovation	10 points for satisfaction, 2 points for general, 5 points for dissatisfaction, 5 points for poor performance			employee communication score
		20	Be loyal to the company, obey your superior, and complete their tasks assigned	10 points for satisfaction, 2 points for general, 5 points for dissatisfaction, 5 points for poor performance			
2000 Performance 60%	employee communication	20	Report problems to superiors promptly and make suggestions	10 points for satisfaction, 2 points for general, 5 points for dissatisfaction, 5 points for poor performance			employee communication score
		20	Have a plan and progress in daily work	10 points for satisfaction, 2 points for general, 5 points for dissatisfaction, 5 points for poor performance			
	employee communication	20	Have a plan and progress in daily work	10 points for satisfaction, 2 points for general, 5 points for dissatisfaction, 5 points for poor performance			employee communication score
		20	Have a plan and progress in daily work	10 points for satisfaction, 2 points for general, 5 points for dissatisfaction, 5 points for poor performance			
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	employee communication	20	Have a plan and progress in daily work	10 points for satisfaction, 2 points for general, 5 points for dissatisfaction, 5 points for poor performance			employee communication score
		20	Have a plan and progress in daily work	10 points for satisfaction, 2 points for general, 5 points for dissatisfaction, 5 points for poor performance			

General Manager Comments:

Performance Appraisal And The Manager By Keil E C

JG Myers



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Encyclopedia of Sustainable Management Samuel Idowu,René Schmidpeter,Nicholas Capaldi,Liangrong Zu,Mara Del Baldo,Rute Abreu,2023-11-21 This encyclopedia is the most comprehensive and up to date source of reference for sustainability in business and management It covers both traditional and emerging concepts and terms and is fully international in its scope More than 700 contributions of internationally renowned experts provide a definitive access to the

knowledge in the area of sustainable and responsible management All actors in the field will find reliable and up to date definitions and explanations of the key terms and concepts of management in this reference work The Encyclopedia of Sustainable Management represents all aspects of management and business conduct It takes sustainability as a management concept that gives due credit to the complexity and diverging constraints in which businesses and corporations act today and it emphasizes and focuses approaches that help ensure that today s management decisions and actions will be the basis for tomorrow s prosperity

The European Union's Eco-Management and Audit Scheme (EMAS) Michael S. Wenk,2005-07-09 This text definitively breaks down each component of the Eco Management and Audit Scheme regulation EMAS even its appendices and EU guidance documents providing a step by step analysis of the Scheme In addition the work offers case examples of three of Akzo Nobel manufacturing locations which have been registered to EMAS providing real world advice on how to meet the requirements of the Scheme

The Public Relations Journal ,1978 *Public Administration Series--Bibliography* ,1983-10 *Instruments of EU Corporate Governance* Hanne S. Birkmose,Mette Neville,Karsten Engsig Sørensen,2022-12-09 European Company Law Series Volume 19 Compelling new perspectives on corporate governance including attention to increased shareholder engagement long term value creation and sustainability have given rise to major changes in the management of companies Yet until this book there has been no systematic account of the legislative and soft law instruments designed to promote good corporate governance practices across the range of sizes and types of companies The book analyses the various instruments that legislators and others have used to promote good corporate governance in European companies and assesses their value in practice Nineteen well known scholars of business and corporate law delve into how such issues and topics as the following are approached across the spectrum of corporate governance instruments available in Europe corporate codes of conduct procedural rules regulating how directors make decisions rules on board composition and remuneration regulating boards in small and medium sized enterprises public enforcement of directors duties how digitalisation may affect implementation of corporate governance instruments reporting rules rules on the empowerment of minority shareholders the role of the general meeting regulation of the market for corporate control certifications rules on liability of directors and role of auditors and accountants In its in depth analysis of the benefits and potential disadvantages of each instrument and what may be achieved both at company level and generally this book will prove of value to all concerned with promoting responsible corporate governance whether in business government or academia

Environmental Management Santosh Sarkar,2010-08-12 There has been a steady increase in anthropogenic pressure over the past few years due to rapid industrialization urbanization and population growth causing frequent environmental hazards Threats of global environmental change such as climate change and sea level rise will exacerbate such problems Therefore appropriate policies and measures are needed for management to address both local and global trends The book Environmental Management provides a comprehensive and authoritative account of sustainable

environmental management of diverse ecotypes from tropical to temperate A variety of regional environmental issues with the respective remedial measures has been precisely illustrated The book provides an excellent text which offers a versatile and in depth account of management of wide perspectives e g waste management lake coastal and water management high mountain ecosystem as well as viticulture management We hope that this publication will be a reference document to serve the needs of researchers of various disciplines policy makers planners and administrators as well as stakeholders to formulate strategies for sustainable management of emerging environmental issues Management Information Systems

Kenneth C. Laudon,Jane Price Laudon,2004 Management Information Systems provides comprehensive and integrative coverage of essential new technologies information system applications and their impact on business models and managerial decision making in an exciting and interactive manner The twelfth edition focuses on the major changes that have been made in information technology over the past two years and includes new opening closing and Interactive Session cases

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