

# EMPLOYEE PERFORMANCE APPRAISAL FORM

Annual employee performance appraisal form						
department	Name	post	auto men	final score	☆	☆☆
Project and assessment content			30	Self-evaluation		
30% of work tasks	Able to ensure quality and quantity, complete tasks ahead of time.	Able to complete tasks under pressure.	25 to 29			
			15 to 25			
			under 15			
			10			
10% of working ability	Strong comprehension ability, in terms of work improvement, often sometimes with improved work comprehension and judgment are average, occasionally there are improvement in job skills, barely	Coordinate with others and do others' work.	8 to 9			
			5 to 7			
			5 or less			
			10			
Work Coordination 10%	Willing to help others when asked. Loose spirit, unwilling to cooperate with others.	Work hard and do your best to complete the task.	8 to 9			
			5 to 7			
			5 or less			
			10			
Responsibility 10%	Responsible, and can better supervise to complete. Perfunctory, arrogant, irresponsible, careless.	Be punctual, not lazy, work hard. Occasionally sloppy, but work conscientiously.	8 to 9			
			5 to 7			
			5 or less			
			10			
Work lazy 10%	Excuse me to avoid heavy work, but still be able to stick to my job. Often arrive late and leave early. Works bug-free and improves for work.	No errors and no suggestions for improvement. Need to be guided to do a good job.	8 to 9			
			5 to 7			
			5 or less			
			10			
Work quality 10%	Constantly abide by and maintain the company's rules and regulations for discipline.	Frequently violates company regulations and is accused of. Strong cost awareness, able to actively save and avoid waste.	8 to 9			
			5 to 7			
			5 or less			
			10			
Discipline 10%	Cost conscious and able to save. Cost conscious, less wasteful.	Not cost conscious, often wasteful.	8 to 9			
			5 to 7			
			5 or less			
			10			
Cost Awareness 10%	☆☆ The first examiner's score (accounting for 70%), ☆☆☆ The second examiner's score (accounting for 30%)		total score			
	Remark:		confirmation			

# **Making Performance Appraisal Work**

**Kevin R. Murphy, Jeanette N.  
Cleveland, Madison E. Hanscom**

## **Making Performance Appraisal Work:**

**Appraisal and Feedback** Clive Fletcher, 2004 Do your line managers use performance review as a powerful management tool or do they regard it as a pointless form filling exercise to be ticked off and forgotten for another six months A properly designed and managed appraisal process is the most efficient and cost effective means of identifying and managing employees performance and development needs It is also the best way you have of focusing employees on those activities that will deliver the greatest impact on your business With its combination of practical hands on experience and research Clive Fletcher s book has long been regarded as the leading work on the subject This third edition has been thoroughly revised and includes two new chapters on 360 degree appraisal and developing challenges in applying performance review Fletcher has delivered a master class in making appraisal work If you want an appraisal system that will deliver results read this book      *The Complete Guide to Performance Appraisal* Richard C. Grote, 1996 This guide to performance appraisal provides comprehensive up to date coverage based on 25 years of personal experience Grote makes the dreaded task of performance appraisal easier and rewarding using anecdotes and real life examples      **How to Be Good at Performance Appraisals** Dick Grote, 2011-07-05 Do you supervise people If so this book is for you One of a manager s toughest and most important responsibilities is to evaluate an employee s performance providing honest feedback and clarifying what they ve done well and where they need to improve In *How to Be Good at Performance Appraisals* Dick Grote provides a concise hands on guide to succeeding at every step of the performance appraisal process no matter what performance management system your organization uses Through step by step instructions examples do and don t bullet lists sample dialogues and suggested scripts he shows you how to handle every appraisal activity from setting goals and defining job responsibilities to evaluating performance quality and discussing the performance evaluation face to face Based on decades of experience guiding managers through their biggest challenges Grote helps answer the questions he hears most often How do I set goals effectively How many goals should someone set How do I evaluate a person s behaviors Which counts more behaviors or results How do I determine the right performance appraisal rating How do I explain my rating to a skeptical employee How do I tell someone she s not meeting my expectations How do I deliver bad news Grote also explains how to tackle other thorny performance management tasks including determining compensation and terminating poor performers In accessible and useful language *How to Be Good at Performance Appraisals* will help you handle performance appraisals confidently and successfully no matter the size or culture of your organization It s the one book you need to excel at this daunting yet critical task      *How to Make the Most of Your Performance Appraisal* 50minutes, 2017-11-23 Ready to take your career to the next level Find out everything you need to know about performance appraisals with this practical guide Performance appraisals are a fact of professional life but many employees and managers alike view them with great apprehension However with the right preparation and mindset even the most negative performance review can become a

mutually beneficial learning experience Learn how to get the most out of these dreaded meetings and turn them to your advantage with this helpful guide In 50 minutes you will be able to Understand what performance appraisals entail and what their purpose is Learn about the different types of performance appraisal Discover the best ways to prepare for your meeting ABOUT 50MINUTES COM COACHING The Coaching series from the 50Minutes collection is aimed at all those who at any stage in their careers are looking to acquire personal or professional skills adapt to new situations or simply re evaluate their work life balance The concise and effective style of our guides enables you to gain an in depth understanding of a broad range of concepts combining theory constructive examples and practical exercises to enhance your learning **The**

**Complete Idiot's Guide to Performance Appraisals** Adele Margrave,2000-12-11 For managers and small business owners this book is a practical guide to preparing and presenting performance reviews It discusses the primary types of appraisals how you can make sure your program is within the law and provides useful information on how to approach touchy subjects Small business owners will find instructions on how to set up a program what training resources are available and where to find the latest information on state and federal laws **Making Performance Appraisal Work** Tom Philp,1983

**Employee Performance Evaluation** Robert G. Pajer,1979 **A Guide for Improving Performance Appraisal** Priscilla Levinson,1980 **360 Degree Feedback and Performance Management System** T. Venkateswara Rao,Raju Rao,2002-08 This book covers 360 degree feedback performance management system linking 360 degree feedback with performance management and finally pay strategies the primary objective of TVRLS in compiling this book is to encourage more indigenous innovations and enhance learning through mutual sharing **Performance Appraisal in Research Libraries**

,1988 **Performance Appraisal and Management** Kevin R. Murphy,Jeanette N. Cleveland,Madison E. Hanscom,2018-02-08 Exploring common challenges and unpacking why performance appraisal often fails in organizations Performance Appraisal and Management uses the latest thinking and research to equip readers with evidence based tools and strategies for overcoming these obstacles **Civil Service Reform Oversight, 1980--performance Appraisal** United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Civil Service,1980 *Organizational Studies* Warwick Organizational Behaviour Staff,2001 Edited by a collective of ten academics at the University of Warwick this set incorporates some of the best works within organization studies **Managing and Measuring Employee**

**Performance** Elizabeth Houldsworth,Dilum Jirasinghe,2006 As performance management becomes better integrated into businesses attitudes and approaches to it are evolving Through case studies and detailed practice examples from leading international organizations this text addresses the increasing demand for managers in all sectors to manage and measure staff performance **Working for the Common Good** Paul C. Godfrey,Edward T. Grasso,2023-07-03 Service learning prepares business students to see new dimensions of relevance of their coursework It provides structures for students to establish caring relationships with others that validate their humanity Service learning is an important way for management

faculty to help their departments schools and universities to better fulfill their missions and visions This volume 15th in the Service Learning in the Discipline Series provides an excellent way to get involved **Managing Performance**

**Improvement** Michael D. Tovey, Mary-Anne L. Uren, Neroli Ena Sheldon, 2015-05-20 Increasing global competition combined with shrinking budgets are forcing managers to find new ways of operating To compete successfully companies must now use technology and resources particularly human resources to their full potential Much of the research in the area of performance management has suggested that while it has great potential to contribute dramatically to the bottom line it rarely works The third edition of Managing Performance Improvement looks at why performance systems fail and explores the tools and techniques to overcome this failure This best selling text provides practical specific advice to managers and students enabling them to plan for and then manage performance improvement Analyzing Sustainability in Peripheral, Ultra-Peripheral, and Low-Density Regions

Castanho, Rui Alexandre, 2022-06-24 In the last few years advances in studies and research associated with the borderlands and the subsequent cross border cooperation CBC have been increased and introduced all over the globe Such advances essentially affect the cross border strategies and policies processes of border cooperation and several complex border movements Moreover similar scenarios are encountered in ultra peripheral and remote territories and low density regions There are common denominators such as the limited land water resources and overexploitation of tourism among many other factors that make these specific territories critical case studies concerning their governance and sustainable development and growth Analyzing Sustainability in Peripheral Ultra Peripheral and Low Density Regions investigates activities processes and behaviors in light of the new challenges and the desired sustainable development and growth model It analyzes the dynamics and patterns ongoing in the peripheral ultra peripheral and low density regions regarding sustainability and the issues that may influence it Covering topics such as glamping tourism vegetation quality and territorial cohesion this premier reference source is an essential resource for government officials business executives and managers community leaders environmentalists researchers and academicians Publications

Management O. Jane Allen, Lynn Deming, 2020-11-25 Publications Management Essays for Professional Communicators is a collection of essays designed for use in academic programs in technical and professional communication and for communication professionals in the workplace The contributors include publications managers in the workplace and academics who teach in technical and professional communication programs Their multiple perspectives offer a broad introduction to some of the important issues publications *Introducing Human Resource Management* Caroline

Hook, Andrew K. Jenkins, 2019 Introducing Human Resource Management is a lively and engaging introduction to the key topics and issues surrounding people management Clearly linking HR theory to the work environment this book explores core areas such as HR strategy and planning employee engagement diversity and equality and talent management and development The text combines solid academic underpinning with practical examples to allow you to consolidate your

learning and apply it in practice      **Performance Appraisal And Management** Tapomoy Deb,2009 Performance Appraisal and Management brings forth the essence of the subject in a holistic and integrative manner by emphasizing not only the concepts but the causes and consequences The book addresses the contemporary concepts processes programmes methodologies and legal ethical and cultural issues associated with appraising executive and employee performance The book is enriched with extensive and rich pedagogical tools relevant case studies and numerous caselets of organizational practices for facilitating easy grasp and understanding of essential constructs of performance appraisal and management It is also highly useful for HR practitioners Business Managers and Management Trainers

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