

EMPLOYEE PERFORMANCE APPRAISAL FORM

Annual employee performance appraisal form						
department	Name	post	auto men t	final score	Self-evaluation	☆☆
Project and assessment content						
30% of work tasks	Able to ensure quality and quantity, complete tasks ahead of time.	Able to complete tasks under pressure.	30			
			25 to 29			
			15 to 25			
			under 15			
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.	10			
			8 to 9			
			5 to 7			
			5 or less			
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.	10			
			8 to 9			
			5 to 7			
			5 or less			
Responsibility 10%	Responsible, can better supervise, arrogant, irresponsible, careless.	No waste of time, no fear or hard work, the delivery work is Be punctual, not lazy, work hard.	10			
			8 to 9			
			5 to 7			
			5 or less			
Work lazy 10%	Occasionally sloppy, but work conscientiously.	Excuse me to avoid heavy work, but still be able to stick to my job.	10			
			8 to 9			
			5 to 7			
			5 or less			
Work quality 10%	Works bug-free and improves for work.	No errors and no suggestions for improvement.	10			
			8 to 9			
			5 to 7			
			5 or less			
Discipline 10%	Worked with the guide, still got the error.	Constantly abide by and maintain the company's rules and regulations.	10			
			8 to 9			
			5 to 7			
			5 or less			
Cost Awareness 10%	Frequently violates company regulations and is accused of.	Strong cost awareness, able to actively save and avoid waste.	10			
			8 to 9			
			5 to 7			
			5 or less			
Not cost conscious, often wasteful			5 or less			
☆☆ The first examiner's score (accounting for 70%), ☆☆☆ The second examiner's score (accounting for 30%)				total score		
Remark:				confirmation		

Making Performance Appraisal Work

Adele Margrave, Robert Gorden



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

How to Make Performance Evaluations Really Work Glenn Shepard, 2005-08-05 The motivations and values of the newest generation entering the workforce are different from those of previous generations You may be baffled about how to motivate or connect with this new generation Learn how to modify the evaluation process based on the values of the new generation in *How to Make Performance Evaluations Really Work* You ll find step by step guidelines for evaluating and motivating employees learn what mistakes to avoid what the legal pitfalls to watch for and get numerous sample ready to use evaluation forms and sample phrases you can use as is or customize and make your own

[Appraisal, Feedback and Development](#) Clive Fletcher, 2008 Revised edition of *Appraisal and feedback* 3rd ed 2004

[A Guide for Improving Performance Appraisal](#) Priscilla Levinson, 1980

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

The Complete Idiot's Guide to Performance Appraisals Adele Margrave, Robert Gorden, 2000-12-01 Covers the performance review from goal setting to evaluation with examples of forms and techniques provides advice for effective communication and includes legal tips

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

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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 *Employee Performance Evaluation* Robert G. Pajer,1979 *Making Performance Appraisal Work* Tom Philp,1983 **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* 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 *Civil Service Reform Oversight, 1980--performance Appraisal* United States. Congress. House. Committee on Post Office and Civil Service. Subcommittee on Civil Service,1980 **Conversations About Job Performance** Michael E. Gordon,Vernon D. Miller,2012-01-11 Conversations About Job Performance details the Communication Centered Approach CCA to performance appraisal that is focused on its most challenging part the appraisal interview For many years researchers and practitioners have devoted substantial time and effort to develop satisfactory performance appraisal systems that impart useful information to employees about their job performance Nonetheless problems continue to arise principally because managers often find it difficult to provide feedback on performance to their employees If this sounds familiar to you you ll need this book which details the Communication Centered Approach CCA to performance appraisal that is focused on its most challenging part the appraisal interview The CCA described by authors Gordon and Miller is important because despite the continuing evolution of performance appraisal a conversation about the employee s performance is still a very important component of the latest systems Also focusing on communication offers a valuable perspective on all aspects of performance appraisal the definition of performance and its various facets how performance information is given and perceived and the interactional context that affects the meaning of feedback Thoughtful insight and communication literature that is the basis for each of these ideas is included as well as illustrations on how the conceptual foundation may be translated into practice *Introduction to Industrial and Organizational Psychology* Ronald E. Riggio,2015-07-17 Demonstrates the connection between psychological theory and application in the field of Industrial Organizational Psychology Introduction to Industrial Organizational Psychology is a student centered real world

driven program designed and written with the student in mind giving examples and illustrations relevant to their world of work The sixth edition continues to be accessible to students while maintaining a comprehensive coverage of the classical and new topics With more student oriented features instructors will find this the most thoroughly referenced I O psychology and student accessible text on the market Learning Goals Upon completing this book readers will be able to Connect psychological theory in the field of industrial organizational psychology and apply the concepts to their everyday world of work Be familiar with classic theories and research along with the latest developments and innovations in the field Understand the overview of the world of work

Personnel Literature United States. Office of Personnel Management. Library,1994 *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 *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

Psychology and Work Donald M. Truxillo,Talya N. Bauer,Berrin Erdogan,2015-12-22 Psychology and Work is a new textbook for introductory Industrial and Organizational I O Psychology classes Written by award winning I O professors with expertise in I O Psychology and teaching this course the book is organized into three main sections It first includes an overview of the history of I O Psychology and a chapter on research methods subsequently covers the core principles of Industrial Psychology and then discusses the key areas of Organizational Psychology The book contains numerous features that highlight key concepts and their relevance to students Learning goals direct students to the main objectives of each chapter What Does This Mean for You and Workplace Application boxes address the implications of the material for students Case studies with accompanying questions illustrate how concepts are relevant in real world practice Reading lists and Your Turn questions provide further discussion Keywords defined in the margins help students grasp important concepts Sections discussing global and current issues give students a sense of what s happening in the I O psychology field The book also has extensive online resources such as interactive features quizzes PowerPoint slides and an instructor s manual Accompanied by a dynamic design and a strong set of pedagogical tools Psychology and Work presents all new content and relevant coverage for the I O psychology course

Resourcing and Talent Management Stephen Taylor,2021-12-03 An essential textbook for the CIPD Level 7 module in Resourcing and Talent Management which covers the recruitment selection and retention of staff as well as employee retirement dismissals and redundancy Resourcing and Talent Management provides broad and accessible coverage of key topics for HR masters students and is the essential companion for the CIPD Level 7 module of the same name It covers everything from job design and both internal and external recruitment through to interviewing selection and contracts of employment There is also guidance on staff retention

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