

Performance measurement thesis proposal examples

[Business](#), [Employee](#)



Performance measurement can be defined as the process of collecting, analyzing and reporting of the relevant information regarding the organization's performance. Performance measurement is a fundamental building block of the total quality management and the total quality organization. This paper therefore aims at developing two job performances that can be used as in the job selection process. (Hatry 50).

The first method I will employ in the performance is the use of Behaviourally-Anchored Rating Scale, this method is preferred for the development of the job performance measures because of its unique measurement properties. First, it relies on the critical incidents that can be classified into dimensions of behaviour which is shown as being unique and independent of each other in their meanings. (Goel 60). Secondly, it consists, for each performance dimension identified of an array of behavioural statements that can range from most effective to least effective. The raters are then instructed to read the array of behaviours on the bars and then eventually select the behaviour which they think much the actual or the expected behaviour of the rate. (Howell 102)

Here each statement is accompanied by a number on the scale one of which is used to indicate the ratee's performance on a given dimension. This performance measure is more reliable and valid because the behaviours which serve as the scale anchor are clear and unambiguous. Therefore, it is prudent to note that in order to measure the reliability of the behavioural anchor rating scale; measures of inter-rater agreement and of stability will be conducted using limited number of volunteers. Then the test-retest reliability will be based on the two administrations of the three selected

BARS scales in one class with a five week time interval.

On the other hand, to determine the validity of the scale of performance measurement, the BARS ratings will be correlated with the corresponding numerically-anchored scales that are constructed with the selected items from the catalog of items which are available in the university's instructional resource centre.

Critical incident workshops can also be used for assessing the training proficiency of the employees. Separate workshops for employees can be conducted in order to determine the performance measurement of the employees. (Chiesa, and Frattini 58). This method is also useful because it offer an opportunity to determine the employees who can perform highly. The reliability of the measure can be done by repeating the same procedure for training proficiency. If the results are the same or almost the same as the previous results, then the measure is reliable.

In conclusion, it is important to note that the notion of stability of the BARS is just useful but not necessary condition for the demonstration of the BARS reliability.

Work Cited

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