

Free essay about performance evaluations

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



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1. Which evaluation would you prefer and why?

I prefer the performance evaluation which is done through two steps, that is, self appraisal followed by the supervisor's review, as in example three. In this evaluation, the employee is given opportunity to assess his own specific capabilities and weaknesses in relation to his tasks and responsibilities. Self assessment or appraisal gives the employee ample chance to make improvements in his work and related activities. In this assessment, the supervisor also gets an opportunity to know whether the employee has fully understood the tasks and responsibilities in relation to his capabilities for accomplishing the ends. The employee is asked to set goals for the next year, as well. This provides greater scope for the supervisor to gain insights on the direction in which the employee would be progressing. So the supervisor can use this as a chance to guide and direct him in his future endeavours and if the employee is found to be capable of performing in any other functions he or she can be directed to that department, as well. According to Jack (2012, p. 1), if the appraisal is accurate it would be "helpful in improving the employee's job performance and making administrative decisions (e. g. pay raises) about the employee". That is, the employee and the supervisors needs to fully involve in the whole process and has to do this appraisal with honesty and sincerity, to make it more beneficial to the employee as well as to the organization.

2. How often do you believe employees should have a formal evaluation?

I feel the employee can perform self appraisal once or twice a year and an assessment with the supervisor once or twice a year. Self appraisal, if

followed by peer assessment, could add more value to the whole process.

Half yearly or yearly assessments give opportunity for the employee and the authorities to align individual performances in line with organizational requirements as well as for taking corrective actions if needed.

3. How can this information help you in your career choice and future jobs?

Information on the different types of performance appraisals provided insights on the effects such assessments might have on an employee, employer as well as to the organization. From the knowledge on the performance assessments, I understood that the job selection needs to be based on different parameters as talent, skills, interests and benefits or else the employee would not be able to perform well within the organizational set up. So in future, when I would be making decisions on my job, I would take into consideration my talent, skills, opportunities, rewards, benefits and other related aspects.

References

Jack, K. N. (2012). The ideal performance appraisal is a format, not a form. *Academy of Strategic Management Journal*, 11 (1): 1 – 8.