

# Evaluating learner performance essay example

[Business](#), [Management](#)



In an organization performance appraisal is the key factor for success of a firm in the market share. It is simply recognizing the employees' achievements or efforts in their duties within the organization. To ascertain the credibility and reliability of this argument questionnaire were issued across all the management hierarchy in the organization. The questionnaire targets to obtain first hand information on how performance appraisal is practiced to different employee irrespective of their different duties.

The information collected from the questionnaires reveals that Performance appraisal plays a fundamental role in determining the level of productivity within the organization. This is because it motivates and boosts the employees' morale to provide quality services. Use of observation skills shows that the performance appraisal has created a conducive working environment for the entire work force of the organization. It thus implies that the management system is effective and efficient in the decision making process.

The details on how the performance appraisal process takes place are obtained via an interview with the top level management teams. The interview between the CEOs of the different companies highlighted that performance appraisal is among their management strategies to upgrade or improve the service and product supply to their esteem customer.

Interviewing the employees, outline that performance appraisal has been getting positive grounds in term of the response of the employee towards the program. They take are a motivating factor rather that a evaluating technique.

In conclusion the surveys conducted on the most successful institution

indicate that it is importance to incorporate performance appraisal in the management strategies of an organization. This is because it enhances the communication channel hence improving the general understanding of the entire work force.

## **References**

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