

Good example of essay on halo effect personal relations

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



People are moving above as well as beyond their duty call in their job for trying and standing out. They are even doing those jobs that are not a part of their job description for trying and standing out to the individuals in management in the hopes of keeping their jobs. They think that if they succeed in creating a persona of a good employee then it will pave the way to the halo effect in the job. However, halo effect is created when general impression of an individual is drawn on the basis of one characteristic such as sociability, and intelligence etc (Schneider, Gruman, & Coutts, 2005).

Same is the case shown in the video. The management is considering appraisals of individuals on the basis of single characteristic.

Since, it is not possible to rate every individual equally as the characteristics and the skills they possess vary. So, in order to ensure efficient functioning of the organization informed decisions should be made. He appraisals should be done on the basis of the requires skills, traits and performance of employee, instead of considering just one characteristic of employee, such as all are hardworking, or all having a real brain trust. This is because just a single factor is not sufficient in order to make entire appraisal of an employee. All the factors should be considered such as possession of job related knowledge, skills necessary for performance of job, and timely accomplishment of tasks etc. furthermore, by a scale for appraising employee through ten instead through five will also help in this process, because, in this way more characteristics and skills of employee can be considered while finalizing appraisals, and the deserving will get their right such as the promotion and the associated benefits.

References

Schneider, Frank W., Gruman, Jamie A., & Coutts, Larry M. (2005). *Applied Social Psychology: Understanding and Addressing Social and Practical Problems*. SAGE Publications, Washington DC