Learning into practice: feedback

Education

The primary aim of providing formative feedback is to update the employees about their work and performance in a timely basis so as to ensure proper completion of the assigned tasks and duties by the employees (Judson & Harrison, 2009). Formative feedback can help an employee to focus on his/her on their weaknesses and further provides a platform to work upon these limitations to enhance and improve their performance. This type of feedback can be implemented for all levels of the organization. On the other hand, summative feedback is also widely used in organizations as a tool for improving the performance of employees. Summative feedback reflects the level of excellence that the employees demonstrative while meeting with the requirements of the organizations. It also helps the employees to understand their level of performance and also helps them in analyzing those areas where they can improve (White, 2009). As per the learning, it is identified that formative feedback offers a timely update about the employee's performances and is generally a concern with identifying weaknesses whereas summative feedback primarily emphasize s on the level of excellence demonstrated by employees while they meet with the organizational goals and objectives. Nonetheless, it can be argued that both types of feedback are delivered for the sole purpose of educating the employees and thereby intending to improve their individual performance.

References

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