

The performance appraisal methods



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The performance appraisal methods are deemed as productive within organizations because these look to present the strengths of the employees and the work that they have manifested with the passage of time. It makes their work tasks cut out from the rest of their undertakings within the workplace environments and tells them where they have excelled as well as where they have gone wrong within the relevant scheme of things. This ensures that they remain steadfast as far as their work ideologies are concerned, and that all efforts and endeavors are geared to achieve big within the long term. The performance appraisal methods usually present the rewarding aspects related with the employees but on the flip side could be seen as negative ones when there is the important discussion of the performance appraisal methods becoming a bane for the employees as far as their future work representations are concerned. Some might think that this is just a tool to reward the employees and hence they would not care much about the performance appraisal methods that are in place within an organization. Others might just not think about these performance appraisal methods which essentially kills the idea of having these performance appraisal methods in the first place. What is needed however is a collective vision to respect the performance appraisal methods so that there is immense importance tied up with them and the end results are exactly similar to what were expected out of these performance appraisal methods in the first place.

If turnovers are managed properly within the organizations, this would mean that the employees are being handled in a fair enough way. This would also

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implicate for their understanding that the organization is serious about keeping a balance between the two – the hiring regimes and the firing mechanisms that are in place. This is an imperative understanding because how long the employees would want to stay is directly proportional to how long the organization would like to keep them within their folds. Also the fact that they have been looked after well, given the resources that are required at their ends, allocated work tasks in accordance with their skill set and the like are some of the most salient factors behind managing the turnover in an appropriate capacity (Looise, 2011). The turnovers should therefore be handled in a very careful manner because the employees will heave a sigh of relief when they know beforehand that they would be treated in a fair manner and that there would not be any ambiguities that are resulting from their employment within an organization. The turnovers have a number of advantages as well. These ensure that the company is taken in a nice stead around the industry and people respect it across the board for its high retention rates and the security that their jobs provide in essence. These advantages are here because the organization wants to give the best possible treatment to their employees and wants to retain them for the long term which is a good omen.

References

Looise, J., 2011. Understanding Worker Participation and Organizational Performance at the Firm Level: In Search for an Integrated Model. *Advances in Industrial & Labor Relations*, 18