

# Graphic scale rating system



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The forced comparison technique is an accurate measure through which evaluation of employee performance is done. This method entails pairing employees before comparing specific entities, including behavioral and performance records. The main advantages of this technique include accuracy and a simplistic nature. However, due to its comparative nature, the technique discourages teamwork and collaboration among employees. The method is efficient for indicating worker's performance but not efficient for evaluating employees. The most efficient method for serving both functions is the Behaviorally Anchored Ratings Scale (BARS). This technique is similar to graphic scale rating system, but provides a more thorough analysis as it lists all important dimensions upon which analysis should be based. However, the complexity of this method makes it difficult to develop. However, the comprehensive nature of BARS makes it more efficient than the other techniques. The importance of having a consistent set of measurements across all employees is that it leads to motivation. This is the converse of using specific criteria for each employee, which may discourage low performers. Ranking employees is an important activity as it motivates employees to strive for better performance. However, in some cases, it may discourage collaboration among low and high ranking employees.

The behavior of employees is important as it influences the ability of other employees to work. Traits are important as they determine a worker's punctuality and compliance. This translates in better or poorer overall performance. Task outcomes are important as they give the relevance of a worker in an organization. Therefore, all these entities are worth being analyzed during a performance appraisal.