

# A new performance appraisal method

[Business](#), [Human Resources](#)



Through market research and analysis and using benchmarks, we have come to the conclusion that the 360 Degree feedback method of performance appraisal is very effective in enhancing performance (Clampitt, 2010, p. 161). This will be used alongside management by objectives method for your own self-appraisal. The critical incident method was being considered but we found that it would be unfair to some employees as it requires the discretion of a supervisor who is vulnerable to bias. We, therefore, chose this method as it will also be an indicator of whether all the stakeholders are contented with our services and they can also make recommendations to us on how to improve. This will help the organization achieve success and credibility (Dainton & Zelle, 2010). You also stand to benefit as you will know how other people rate your performance and you can also be able to improve your skills through the training and development we will offer you through this process. Moreover, you also stand to benefit in the end through the various rewards such as promotions and bonuses that will be offered. Through this method, each and every employee will be evaluated by different stakeholders including the shareholders, customers, suppliers, supervisors, and your fellow colleagues. They will fill out forms regarding how they view your performance and return at the end of every month. After every three months, a meeting will be arranged between you and your supervisors in your respective departments to review your performance and to see how your performance can be improved (Clampitt, 2010). This will assist you to improve on your weak areas and also ensure that production requirements are met in time. Those of you who will perform well will be rewarded at the end of the year with whichever type of reward the

management will deem fit and in accordance with your preferences which will be discussed later.

I know that some of you are concerned that the new performance appraisal method may be unfair as it is outsiders who are evaluating you. However, I want to assure you that the evaluation will be as fair as possible. Moreover, you will be assessed by different people hence not all of them can be unfair. I also know some of you are concerned that the evaluation will lead to termination of your services especially if you do not perform well. I want to assure you that none of you will lose your jobs nor your wages be reduced since we will ensure all of you are well equipped to meet your standards and training will be offered if necessary to help you uplift your standard.

Moreover, you will be receiving feedback frequently to know how you are performing therefore giving you room to improve. However, it shall not be well with those who sleep on their jobs as stern measures will be taken against them. So strive to achieve your best.

#### Conclusion

You are all thus expected to work hard without any fear and if any problem, consult your immediate supervisors. The 360 Degree feedback will be effective in January next year so you have time to clarify any issues that may be bugging you. More importantly, try to understand how the system works in consultation with your supervisor before the commencement date. I will be glad to discuss with you any issues related to this method, so feel free to contact me.