

Primary source evaluation

Business, Management



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Employees play a crucial role in the growth of organisations which they belong. The ability of an employee to execute his due responsibilities diligently determines the extent of growth a particular organisation will have. In order to ensure that employees are fulfilling the job specifications organisations create an assessment structure which is able to evaluate the work done by the employees. A good assessment should have the ability to tell performance scores or criteria the institution has.

The following assessment profile has been done courtesy of Rapid Entire Body Assessment (REBA 2000) employee assessment worksheet. REBA is an assessment tool that can be used to assess the performance of employees giving recommendations to the suitability of the jobs that they do

The assessment tool provides categories upon which score are given depending on the critical tasks that the job poses to the employee, this is achieved by assessing the different postures and giving scores to each regions. The Reba value totals represent the scores in the groups. The decision table which is shown at the end of the table is used to tell the level of risk that the particular worker is exposed to. After getting the final tally, a recommendation can be given to cushion the employee against extreme risk that could be exhibited from the assessment. The work is then replaced or dropped. The following is an assessment of a worker, who has been shovelling snow for considerable lengths of time.

Step 1; According to the worksheet, the location of the neck is (+2) this slightly more 20 D

Step 2; here the position of the trunk gives a +4 which is more on 60 D

Step 3; the position of the workers legs is given by $2+2 = 4$, similarly it's because it is more on 60 D

Step 4; calculation of values from step 1 to 3 will gives the final locate score which according to Table A is 8 (REBA 2000)

Step 5 here there is need to get the level and amount of force applied, to get this i combine forces between 11 to 22 lbs, this gives me a score of 2

Step 6 In this step, we sum up step 4 $(8 + \text{step } 5) \times 2 = 10$

Step 7 the location of the position of the arm is (+2) this is because it has 20-45 D

Step 8 the location of the position of the position of the lower arm is (+1). This position has 60-100 D

Step 9 the location of the position of the wrist will be given by (2) this is so because if wrist was bending from the middle or was twisted, we would have added 2

Step 10 with regard to table B and using the values available in step 7-9 above, we are able to get the locate score. Therefore, as per table b, it is 2

Step 11 since the worker is using his hand in this process; he gets a score of (+2)

Step 12 this means that i have to add $10(2)$ and the score in step 11 $(2) = 4$

Step 13 here, he gets (+13) since it can b seen that he one or more of his parts of the body. Similarlry its evident that he held on for a long period of time, at least more than a minute. This means that with regard to table C I have to add his activity score $1 = 11$ (REBA 2012)

The final assessment score becomes 11. According to REBA assessment worksheet, the worker is exposed to a high risk. The best solution is

therefore to change the kind of work that he is doing or to discourage it completely for the best interest of the employee

Works cited

REBA. Employee Assessment Worksheet. (2000): 202-205. . 3 February. 2014