

# Discussion

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Performance Evaluation and Rewards in the Military Air Force Employee

performance evaluation is an act undertaken in most modern organizational setups. A process is used for both judging the processes and make conclusive assessments and as well using the act to pass communication. Therefore, it is used to both evaluate and communicate in the organization. Performance evaluations cross cuts across the whole organization and the moment it is employed, it has an impact and influences the attitudes on how both supervisors and employees work. In the past, both the groups had disliked it; this is due to the way it was conducted. It was conducted in a very harsh and cruel way not caring on the way it would influence the operations of the firm (Ivancevich, John M., Robert Konopaske, and Michael T. Matteson 2011). Operations in the military air force are not so political since they are rational and geared towards meeting the objectives of the organization since the operations of the firms are largely partially independent. Commandants and supervisors employ the evaluation in a way that the employees are not aware of any negativity.

Managers and supervisors in the verge of making efforts to improve on productivity to improve performance and productivity in terms of productivity and growth are advised to always embrace the use of the tools such as rewarding jobs well done. A reward motivates and allows employees to improve on their effectiveness and efficiency. They as well make external employees to want to join the organization in which such measure are employed making the organization have access to a large pool of labor force. Rewards both intrinsic and extrinsic well applied has effected a realization of job satisfaction, which is supportive to welfare of the general employee

fraternity (Ivancevich, John M., Robert Konopaske, and Michael T. Matteson 2011).

When a country is faced with external attacks and the military is engaged in defending the country. Collective and individual rewards to the officer, who ranges from appreciation from the citizen, monetary rewards by the employer. Others such as leave after hard work and finally promotion of the officers engaged depending on the performance of each would realize rejuvenated efforts after the reward are implemented successfully.

#### References

Ivancevich, John M., Robert Konopaske, and Michael T. Matteson.  
Organizational behavior and management. 9th ed. New York, NY: McGraw-Hill Irwin, 2011. Print.