

Their usefulness in the business community

[Psychology](#)



Appraisal performance and its usefulness in the business Appraisal

performance and its usefulness in the business Hypotheses; the 720 degree process

In this research, the 720 degree process can explain how appraisal performance is useful to businesses. This is because the 720 degree process is based on the concept that when new work, activity, or process starts for the first time, in most cases, employees involved will not attain the required efficiency immediately. 720 degrees helps an organization to tune finely from all directions. If an organization has the knowledge of handling the entire process, it can make informed decisions. Through simulations, the performance of employees will be rated depending on the level of customer satisfaction and profit maximization. Therefore, in the end, the 720 degree theory will be removed from the chronological observation that people who do recurring roles exhibit a development in task performance many times. The empirical studies of this occurrence give rise to some conclusions based on current practice and theory. The period required to carry out a role diminishes with the repeat of the task. The quantity of development has adequate consistency to let it function as a tool of prediction since the employer will have all the information needed to improve the business and compete favorably (Behra, 2013).

Independent and dependent variables

In this research, the dependent variable is the use of appraisal performance in businesses. This is because it focuses on identifying the ideal standardized instruments for performance appraisal or evaluation in the work place. It is significant to note that the use of appraisal performance depends on the employees or workers. Employees or workers are the independent variables
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on which the appraisal performance depends on in order to achieve its objectives or goals. Therefore, in such a research, it is vital to recognize that performance appraisals should consist of a process in which employees or workers and their evaluators mutually exchange feedback, arriving at realistic expectations for employee performance, identification of resources needed, and other elements integral to employment productivity.

When viewed from such a perspective, performance appraisals are best when they measure those employee actions or behaviors and activities identified in a worker's job description or contract, are conducted without discrimination, and incorporate two way feedbacks between the supervisor and the employee. The employee remains the dependent variable since they are the ones that can make the appraisals performance make sense since in their absence, the employer cannot administer them thus making it hard to measure employee productivity and performance in the workplace (Bin Haron et al, 2007).

Null and alternative hypotheses for your quantitative design

Null hypothesis

This study has the purpose of providing insight into the extent to which moving beyond the 360 degree approach to appraising performance can provide new opportunities for ensuring that performance improvement recommendations have been adopted.

Alternative hypothesis

The alternative hypothesis in this research is based on the fact that the theory of 720 degrees is significant in determining the effectiveness of the appraisal performance in the business. This is because the process of 720 degree will assess and evaluate employees in the department without any

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record of employee evaluation or assessment. Further, in such a case, there is no information on which employee's actions in the organization are good. The 720 degree process proves to be more effective since it involves measuring performance in two cycles. This presents an opportunity to compare and determine which behaviors or actions are best.

Discuss your qualitative design

A qualitative study would collect non-numerical, often perceptual information from a set of participants. In this sense, information obtained using the 720 degree theory will be compared with that from traditional appraisal approach. The results will be compared and the results will show which approach is effective in determining the significance of appraisal performance in business.

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