

SIMPLE CUSTOMER SERVICE PERFORMANCE APPRAISAL FORM

Customer Service Performance Appraisal Form

Performance Area	Competency	Weight	Specific content and explanation of indicators	Performance Rating					Self-evaluation score	Supervisor score	Overall Rating
Indicator	Competency Indicator	Weight		1	2	3	4	5			
Professional Knowledge and Skills	professional knowledge	10	Master the professional knowledge (basic knowledge, technical knowledge, related knowledge) of the work	1	2	3	4	5			
	professional skill	10	Master the professional skills in position (basic professional skills)	1	2	3	4	5			
	customer judgment and decision	5	Master the customer judgment (in complete cases, familiar with other factors, and capable, and accurately evaluate customer potential) and make correct judgment	1	2	3	4	5			
	problem solving ability	5	Use knowledge to solve problems, if not, analyze the cause, report to the supervisor, and solve the problem in time	1	2	3	4	5			
	innovation ability	5	The customer basic experience, the customer needs, and the work judgment can be implemented in a timely manner, and the service is innovative	1	2	3	4	5			
Customer Service Skills	friendly	5	Warm feeling with each other, service feeling and service attitude to improve work efficiency and effectiveness	1	2	3	4	5			
	expression and communication skills	5	Can speak and communicate clearly and express your intention in the work, and can listen to each other's intention and understand the customer's intention	1	2	3	4	5			
	coordination and cooperation skills	5	Can cooperate with colleagues, and can coordinate with other departments and other units to complete the work, and can coordinate with other departments and other units to complete the work	1	2	3	4	5			
	team spirit	5	Team spirit and cooperation, and can cooperate with other departments and other units to complete the work, and can cooperate with other departments and other units to complete the work	1	2	3	4	5			
	work efficiency	5	Work efficiency and quality, and can complete the work in a timely manner, and can complete the work in a timely manner	1	2	3	4	5			
Quality and Efficiency of Work	work efficiency	5	Work efficiency and quality, and can complete the work in a timely manner, and can complete the work in a timely manner	1	2	3	4	5			
	work quality	5	Work quality and quantity, and can complete the work in a timely manner, and can complete the work in a timely manner	1	2	3	4	5			
	work attitude	5	Work attitude and quality, and can complete the work in a timely manner, and can complete the work in a timely manner	1	2	3	4	5			
	work efficiency	5	Work efficiency and quality, and can complete the work in a timely manner, and can complete the work in a timely manner	1	2	3	4	5			
	work quality	5	Work quality and quantity, and can complete the work in a timely manner, and can complete the work in a timely manner	1	2	3	4	5			
Self-Improvement and Development	self-improvement	5	Self-improvement and quality, and can complete the work in a timely manner, and can complete the work in a timely manner	1	2	3	4	5			
	self-improvement	5	Self-improvement and quality, and can complete the work in a timely manner, and can complete the work in a timely manner	1	2	3	4	5			
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	self-improvement	5	Self-improvement and quality, and can complete the work in a timely manner, and can complete the work in a timely manner	1	2	3	4	5			

Signature: _____

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101 Sample Write-Ups for Documenting Employee Performance Problems Paul Falcone, 2010-03-24 Whether you are addressing an initial infraction or handling termination worthy transgressions you need to be 100 percent confident that every employee encounter is clear fair and most importantly legal Thankfully HR expert Paul Falcone has provided this wide ranging resource that explains in detail the disciplinary process and provides ready to use documents that eliminate stress and second guessing about what to do and say Revised to reflect the latest developments in employment law the third edition of 101 Sample Write Ups for Documenting Employee Performance Problems includes expertly crafted easily customizable write ups that address sexual harassment absenteeism insubordination drug or alcohol abuse substandard work email and phone misuse teamwork issues managerial misconduct confidentiality breaches social media abuse and more With each sample document also including a performance improvement plan outcomes and consequences and a section of employee rebuttal it is easy to see why over 100 000 copies have already been sold making life for managers and HR personnel significantly easier when it comes to addressing employee performance issues

Performance Evaluation And Customer Satisfaction Of Public Sector Banks And New Generation Private Sector Banks In The Post Liberalised Era Dr Aloysius O.C., **The Human Resources Program-Evaluation Handbook** Jack E. Edwards, John C. Scott, Nambury S. Raju, 2003-07-22 The Human Resources Program Evaluation Handbook is the first book to present state of the art procedures for evaluating and improving human resources programs Editors Jack E Edwards John C Scott and Nambury S Raju provide a user friendly yet scientifically rigorous how to guide to organizational program evaluation Integrating perspectives from a variety of human resources and organizational behavior programs a wide array of contributing professors consultants and governmental personnel successfully link scientific information to practical application Designed for academics and graduate students in industrial organizational psychology human resources management and business the handbook is also an essential resource for human resources professionals consultants and policy makers [The Complete Guide to Performance Appraisal](#)

Richard C. Grote, 1996 This guide to performance appraisal provides comprehensive up to date coverage based on 25 years of personal experience Grote makes the dreaded task of performance appraisal easier and rewarding using anecdotes and real life examples

Customer Satisfaction Evaluation Evangelos Grigoroudis, Yannis Siskos, 2009-11-07 This important new work provides a comprehensive discussion of the customer satisfaction evaluation problem It presents an overview of the existing methodologies as well as the development and implementation of an original multicriteria method dubbed MUSA [Performance Evaluation in the Human Services](#) Simon Slavin, Wayne Matheson, Kenneth Millar, Cornelius Van Dyk, 2014-03-18 Performance Evaluation in the Human Services is a practical specific book for managers on how to conduct performance evaluations The book moves beyond the traditional rating scale and focuses on a new model involving the employee in the evaluation process It stresses the need for evaluation scales to match the job description in a manner

that is educational future oriented and time saving Managers who must conduct performance reviews will find that this book presents a unique advancement on the use of behaviorally anchored rating scales for evaluation The authors focus on the developmental educational components of evaluation and stress employee empowerment as a result of evaluation The authors have created an employee review system with three core components The new appraisal model works on a One Size Fits All philosophy It can be applied to all employees while the exact evaluating qualities differ as each job description does Fundamental features of this new evaluative model include the use of the Benchmark concept a scale which indicates the level of the organization s expectations and balances the administrative evaluative components and professional developmental issues BARS Behaviorally Anchored Rating Scales CORE and A LA CARTE Dimensions which allows for evaluation of generic aspects of performance and job specific components the use of traditional approaches to evaluation such as trait based scales and forced comparison techniques The rating system in Performance Evaluation in the Human Services serves as a means of identifying areas for middle and upper managers to identify areas for employees professional growth and self development This approach is goal oriented and can change and grow with the employee and the organization Most importantly it is built by both staff and management to be used as a tool for working together to define specific job requirements and how these requirements can be met and evaluated

The Complete Idiot's Guide to Great Customer Service Ron Karr, 2003-01-13 You re no idiot of course You skillfully manage your kids temper tantrums diplomatically handle office politics and even pleasantly deal with your friends bickering But when it comes to handling customer service you feel utterly lost It s time to make great customer service an indispensable part of your daily operation The Complete Idiot s Guide to Great Customer Service teaches you how to create the Service Difference service that genuinely pleases your customers and sets your organization apart from the pack

3000 Power Words and Phrases for Effective Performance Reviews Sandra E. Lamb, 2013-08-27 A comprehensive yet accessible handbook for writing and conducting meaningful effective performance reviews geared toward managers of all levels from the author of How to Write It Performance reviews are one of the best tools managers have to shape company talent and culture develop strong channels of communication with employees and create systemic change In this pithy user friendly handbook author and writing teacher Sandra E Lamb lays out the best methods and proven tactics to administer productive evaluations that benefit both parties and the company Lamb teaches managers how to design scoring systems for employees prepare for and conduct in person and written reviews and use the right key words Covering both hard and soft skills this indispensable reference includes lists of powerful words and phrases that clearly describe positive and negative performance Featuring sections targeted to specific industries and jobs this guide empowers managers at all levels to master the art of performance reviews that achieve results

Power Phrases for Performance Reviews Amanda Symonds, 2022-07-04 Are you responsible for conducting performance reviews Do you need a new set of positive statements and phrases to help you in your role We have

produced ready to use phrases for you to adapt Tips for Performance Reviews including positive openers power verbs and phrases for tactfully discussing a pay rise Performance evaluation questions for Accounting Customer Service Executives HR IT Marketing PM Sales and Teachers More 300 power phrases for effective performance reviews broken down into categories Accuracy Analytical Skills Attendance Punctuality Attention to Detail Cooperation Communication Skills Conflict Management Creativity Dependability Flexibility Forward Thinking Initiative Leadership Problem Solving Quality of Work Teamwork Time Management Work Ethic Work Habits and other areas This book is designed to save you time and assist you to produce more effective performance reviews evaluations

Decisions of the Federal Labor Relations Authority United States. Federal Labor Relations Authority, 2012

Tourist Customer Service Satisfaction Francis Noe, Muzaffer Uysal, Vincent Magnini, 2010-10-04 Customer satisfaction and loyalty in the tourism sector is highly dependent upon the behaviours of front line service providers Service is about people how they relate to one another fulfill each other's needs and ultimately care for each other Yet surprisingly there are few or any books which focus on the detailed specifics of the social exchange and interaction between the service provider and customer Tourist Customer Service Satisfaction fully explores this relationship by defining the specific kind of verbal and non verbal messages needed for successful exchanges outlining how the service provider ought to behave cope in a situation as well as detailing positive approaches that enhance a service provider's role performance The book uses encounter theory to examine the customer provider relationship as well as drawing on current research and theories from hospitality tourism management psychology bodies of literature In doing so the book offers important insight into how employee centric competitive advantage in this sector can be achieved in various markets This book is unique in its approach by focusing on the specifics of the social exchange and interaction between the service provider and customer It therefore offers a novel synthesis of knowledge on service satisfaction in the tourism sector which will serve as valuable pedagogical and research reference for students and academics interested in hospitality and tourism

Stellar Customer Service Mou Chakraborty, 2016-08-29 From librarians to volunteer workers staff to student workers all library personnel need to deliver great customer service This book presents innovative instructional methods that will inspire you to take a fresh approach to customer service training Customer service is one of the most critical staff development training areas in the library world Every member of a library's staff who interacts with the public needs the specialized skills and tools to work with a diverse clientele This book addresses the need for staff training for various kinds of libraries covering public and academic libraries of various sizes medical libraries law libraries and state organization and joint use libraries Each chapter of Stellar Customer Service Training Library Staff to Exceed provides practical advice and creative solutions for showing staff how to handle customer service issues The book identifies the essential skills and tools staff at all levels from librarians and staff to student workers and volunteers must have to contribute to your library's success Readers will learn innovative training methods see how a wide range of libraries have approached this perennial staff issue

and get excited about approaching their own customer service training in fresh new ways **Janus Performance Management System Volume with CD** Jon Warner,2002 *Monthly Catalog of United States Government Publications*,1994 **Department of Homeland Security Appropriations for 2011, Part 3, March 24, 2010, 111-1 Hearings**,2010 *Department of Homeland Security Appropriations for 2011* United States. Congress. House. Committee on Appropriations. Subcommittee on Homeland Security,2010 **Research Anthology on Food Waste Reduction and Alternative Diets for Food and Nutrition Security** Management Association, Information Resources,2020-09-17 The world population is expected to increase exponentially within the next decade which means that the food demand will increase and so will waste production The increasing demand for food as well as changes in consumption habits have led to the greater availability and variety of food with a longer shelf life However there is a need for effective food waste management and food preservation as wasted food leads to overutilization of water and fossil fuels and increasing greenhouse gas emissions from the degradation of food The Research Anthology on Food Waste Reduction and Alternative Diets for Food and Nutrition Security explores methods for reducing waste and cutting food loss in order to help the environment and support local communities as well as solve issues including that of land space It also provides vital research on the development of plant based foods meat alternative diets and nutritional outcomes Highlighting a range of topics such as agricultural production food supply chains and sustainable diets this publication is an ideal reference source for policymakers sustainable developers politicians ecologists environmentalists corporate executives farmers and academicians seeking current research on food and nutrition security *Personnel Literature* United States. Office of Personnel Management. Library,1994 **Advances in The Human Side of Service Engineering** Louis E. Freund,Wojciech Cellary,2017-06-16 This book explores the different ways in which human factors engineering influences organizations and enterprises well being and competitiveness It covers a wealth of interrelated topics such as service engineering service science human computer interaction service usability attitude and opinion assessment servicescape design and evaluation and training for service delivery Further topics include service systems modeling anthropology in service science and customer experience as well as ethical issues and the impact of an aging society Based on the AHFE 2017 International Conference on The Human Side of Service Engineering held on July 17 21 2017 in Los Angeles California USA the book provides readers with a comprehensive general view of current research and challenges in the important field of service engineering It also provides practical insights into the development of services for different kinds of organizations including health care organizations aviation providers manpower allocation hospitality and entertainment as well as banking and financial institutions **Customer Service For Dummies** Karen Leland,Keith Bailey,2011-03-03 Customer Service For Dummies Third Edition integrates the unbeatable information from Customer Service For Dummies and Online Customer Service For Dummies to form an all in one guide to customer loyalty for large and small businesses alike The book covers the

fundamentals of service selling and presents up to date advice on such fundamentals as help desks call centers and IT departments Plus it shows readers how to take stock of their customer service strengths and weaknesses create useful customer surveys and learn from the successes and failures of businesses just like theirs Karen Leland and Keith Bailey Sausalito CA are cofounders of Sterling Consulting Group an international consulting firm specializing in quality service consulting and training for such clients as Oracle IBM Avis and Lucent

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