

# Performance Appraisal

PLEASE PRINT

Employee Name \_\_\_\_\_

Title \_\_\_\_\_

Department \_\_\_\_\_

Employee Payroll # \_\_\_\_\_

Reason for Review ☐ Annual

☐ Promotion

☐ Unsatisfactory Performance

☐ Merit

☐ End of Probation Period

☐ Other

Date employee began present position \_\_\_\_/\_\_\_\_/\_\_\_\_ Date of last appraisal \_\_\_\_/\_\_\_\_/\_\_\_\_ Scheduled appraisal date \_\_\_\_/\_\_\_\_/\_\_\_\_

**Instructions:** Carefully evaluate employee's work performance in relation to the essential functions of the job. Check rating box to indicate the employee's performance. Indicate N/A if not applicable. Assign points for each rating within the scale and write that number in the corresponding points box. Points will be totaled and averaged for an overall performance score.

## Definitions of Performance Ratings

**O – Outstanding** – Performance is exceptional in all areas and is recognizable as being far superior to others.

**V – Very Good** – Results clearly exceed most position requirements. Performance is of high quality and is achieved on a consistent basis.

**G – Good** – Competent and dependable level of performance. Meets performance standards of the job.

**I – Improvement Needed** – Performance is deficient in certain areas. Improvement is necessary.

**U – Unsatisfactory** – Results are generally unacceptable require immediate improvement. No merit increase should be granted to individuals with this rating.

**N/A – Not Applicable** or too soon to rate.

General Factors	Rating	Scale	Supportive Details or Comments
<b>1. Quality</b> – The extent to which an employee's work is accurate, thorough and neat.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>2. Productivity</b> – The extent to which an employee produces a significant volume of work efficiently in a specified period of time.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>3. Job Knowledge</b> – The extent to which an employee possesses the practical/technical knowledge required on the job.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>4. Reliability</b> – The extent to which an employee can be relied upon regarding task completion and follow up.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>5. Attendance</b> – The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60
<b>6. Independence</b> – The extent to which an employee performs work with little or no supervision.	<b>O</b>	<input type="checkbox"/>	100-90
	<b>V</b>	<input type="checkbox"/>	89-80
	<b>G</b>	<input type="checkbox"/>	79-70
	<b>I</b>	<input type="checkbox"/>	69-60
	<b>U</b>	<input type="checkbox"/>	Below 60

# Performance Appraisal Report Par Form

**Mark Steyvers**



## **Performance Appraisal Report Par Form:**

**PERFORMANCE APPRAISAL AND COMPENSATION MANAGEMENT** GOEL, DEWAKAR, 2023-08-01 This well received book now in its third Edition continues to offer a comprehensive coverage of latest concepts and practices of performance appraisal and compensation management in a clear and easy to read style Written by a practising manager who has worked at the apex level of Schedule A organisation the book is intended as a text for the students of management and commerce Besides it also serves as a useful tool for managers executives and HR practitioners who are confronted with many performance management issues in their work scenarios especially in view of the roleplay and case studies introduced by an author who is a renowned HR professional in India and abroad NEW TO THE EDITION The Third Edition of the book is unique in introducing chapters on e appraisal in practice Managing Boss for objective appraisal Managing change in Work From Home scenario Mentoring and coaching as tools for enhancing performance the first time in literature TARGET AUDIENCE MBA HRM MA HRM Management Professionals

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**Federal Register**, 2013-04 *Department of State News Letter* United States. Department of State, 1968 *The Philippine Revenue Journal*, 1983 **Joint defense capabilities study improving DoD strategic planning, resourcing, and execution to satisfy joint capabilities : final report.**, **American Rehabilitation**, 1980 **The SAGES Manual for Navigating a Successful Military Surgical Career** Andrew T. Schlusel, Danielle B. Holt, Robert B. Lim, Tamara J. Worlton, E. Matthew Ritter, 2025-07-02 The aim of this manual is to offer a comprehensive framework for both present and future military surgeons enabling them to effectively navigate and build a successful career within the military while also providing them with transferable skills upon completion of their military service The military healthcare system operates within a unique framework with distinct challenges and opportunities By acquiring knowledge and insights into the intricacies of military career paths surgeons can make informed decisions about assignments promotions and professional development Navigating an Army Air Force Navy or Reserve career requires an understanding of the organizational structures consultant roles and specific requirements of each service branch Additionally being aware of opportunities for advanced education leadership development and operational assignments enables surgeons to develop a career trajectory aligned with their goals and aspirations Presently there is not a sole source document either in the military or civilian sectors that allows easy access and

references to the multiple opportunities afforded to military surgeons or an understanding of life as a surgeon on active duty Furthermore this text provides context to civilian organizations administrative personnel recruiting departments and family members that interact with or assist in making important decisions for military surgeons This manual features insight and guidance from senior leaders of our Armed Forces both past and present who have excelled in academic operational and clinical surgical careers By providing a reference for successfully navigating a military career this will not only enhance the professional growth of a surgeon but also ensure the delivery of high quality healthcare to our service members and beneficiaries both domestic and abroad     **State** ,1980

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