

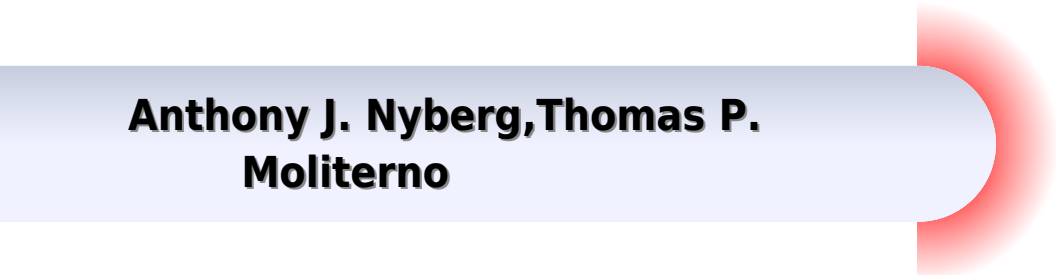
# EMPLOYEE PERFORMANCE APPRAISAL FORM

## employee performance appraisal form

|                             |                                             |        |                 |  |                     |                 |           |  |
|-----------------------------|---------------------------------------------|--------|-----------------|--|---------------------|-----------------|-----------|--|
| Name of the examinee        |                                             |        | employee ID     |  |                     | department      |           |  |
| staff position              |                                             |        | Entry date      |  |                     | Assessment date |           |  |
| <b>Evaluation Standards</b> |                                             |        |                 |  |                     |                 |           |  |
| A                           | 95-100                                      |        |                 |  |                     |                 | excellent |  |
| B                           | 85-95                                       |        |                 |  |                     |                 | good      |  |
| C                           | 75-85                                       |        |                 |  |                     |                 | pass      |  |
| D                           | Below 85                                    |        |                 |  |                     |                 | failed    |  |
|                             | exam topic                                  | weight | self assessment |  | superior assessment |                 |           |  |
| Personal qualities          | Strictly abide by the work system and ma    | 5%     | 95              |  | 90                  |                 |           |  |
|                             | Do not disturb the work order, do not hin   | 5%     | 85              |  | 80                  |                 |           |  |
|                             | Loyal to duty, stick to the post            | 5%     | 85              |  | 65                  |                 |           |  |
|                             | Work in a team spirit, assist superiors, co | 5%     | 90              |  | 70                  |                 |           |  |
|                             | Accurately understand the work content      | 5%     | 95              |  | 90                  |                 |           |  |
| work attitude               | Communicate with colleagues and custo       | 5%     | 85              |  | 80                  |                 |           |  |
|                             | Maintain a good sense of responsibility fo  | 5%     | 85              |  | 65                  |                 |           |  |
|                             | Active efforts to improve working method    | 5%     | 90              |  | 70                  |                 |           |  |
|                             | have a positive attitude towards work       | 5%     | 95              |  | 90                  |                 |           |  |
|                             | Work fast without delay                     | 5%     | 85              |  | 80                  |                 |           |  |
| professional knowledge      | Properly handle business and often main     | 5%     | 85              |  | 65                  |                 |           |  |
|                             | Organize work results in time to create ce  | 5%     | 90              |  | 70                  |                 |           |  |
|                             | Job proficiency and skill enhancement       | 5%     | 95              |  | 90                  |                 |           |  |
|                             | Always maintain a learning attitude and f   | 5%     | 85              |  | 80                  |                 |           |  |
| Ability to work             | Quickly handle work failures and tempor     | 10%    | 85              |  | 65                  |                 |           |  |
|                             | Ability to complete work with high quality  | 10%    | 90              |  | 70                  |                 |           |  |
|                             | Have a systematic and comprehensive un      | 5%     | 85              |  | 90                  |                 |           |  |
|                             | Know to understand the work                 | 5%     | 65              |  | 75                  |                 |           |  |
|                             | arrangements of superior leaders and        |        |                 |  |                     |                 |           |  |
| total                       |                                             | 100%   | 1570            |  | 1385                |                 |           |  |

# Performance Appraisal Employee Guide 0219 2015

**Anthony J. Nyberg, Thomas P.  
Moliterno**



## **Performance Appraisal Employee Guide 0219 2015:**

Armstrong's Handbook of Performance Management Michael Armstrong, 2017-12-03 Armstrong's Handbook of Performance Management addresses all areas of performance management from performance pay and giving feedback to managing underperformers and having difficult conversations so organizations can optimize staff performance. This fully updated and restructured 6th edition analyzes traditional as well as the latest developments in performance management including the shift from ratings and annual reviews. Veteran HR expert Michael Armstrong examines where these new approaches should be embraced and where traditional methods of performance management may be preferable. Packed with examples, exercises, checklists, and new case studies from organizations such as Microsoft, IBM, and Expedia, this book remains the most authoritative and engaging textbook on performance management. Supporting online resources for Armstrong's Handbook of Performance Management include an instructor's manual, a student's manual, lecture slides, a glossary of terms, and a literature review.

**Human Resource Management in Public Service** Evan M. Berman, James S. Bowman, Jonathan P. West, Montgomery R. Van Wart, 2019-03-04 Recognizing the inherent tensions and contradictions that result from managing people in organizations, *Human Resource Management in Public Service: Paradoxes, Processes, and Problems* offers provocative and thorough coverage of the complex issues of management in the public sector. Continuing the award-winning tradition of previous editions, this Sixth Edition helps students to understand complex managerial puzzles and explores the stages of the employment process, including recruitment, selection, training, legal rights, and responsibilities, compensation, and appraisal. Grounded in real public service experiences, the book emphasizes hands-on skill building and problem solving. New to the Sixth Edition: Ethics case studies have been added to all the chapters, enabling students to learn about a variety of ethical situations that come up in management. Updated and consolidated recruiting strategies offer students a window into the most current methods used in the recruitment process and provide insight into the job seeker's perspective. New examples from a broad range of local, state, federal, and international settings enable students to apply key concepts to common management issues.

**Performance Management** Herman Aguinis, 2018-07-15 Formerly published by Chicago Business Press, now published by Sage, *Performance Management* Fourth Edition covers the design and implementation of effective and successful performance management systems, the key tools that can be used to transform employee talent and motivation into a strategic business advantage. Author Herman Aguinis focuses on research-based findings and up-to-date applications that consider the changing nature of work and organizations.

**Handbook on Asian Public Administration** M. S. Haque, Wilson Wong, Kilkon Ko, 2023-01-19 Providing context-specific regional and national perspectives, this novel Handbook sets out to disentangle the considerable intellectual ambiguities that surround Asian public administration and Asia's diverse applications of Western administrative models.

*How Performance Management Is Killing Performance—and What to Do About It* M. Tamra Chandler, 2016-03-14 A step-by-step guide to creating a performance

management solution tailored to your organization's needs and goals in order to meet the three objectives of great performance management: developing your people, rewarding them equitably, and driving your organization's performance.

**Human Resource Management** John Bratton, Jeff Gold, Andrew Bratton, Laura Steele, 2021-12-30. Authoritatively and expertly written, the new seventh edition of Bratton and Gold's *Human Resource Management* builds upon the enduring strengths of this renowned book. Thoroughly updated, topical, and accessible, this textbook explores the theory and practice of human resource management and will encourage your students to reflect critically on the realities of the ever-changing world of work. The new edition truly captures the zeitgeist of contemporary human resource management. With coverage of the Covid-19 pandemic in relation to business ethics, physical and mental wellbeing, inequality, and the rise of the gig economy and precarious work, students will feel connected to the complex issues that face workers, organisations, and wider society. This edition also includes expanded coverage on the ever-palpable effects of globalization and technological change and explores the importance of sustainable practice. Students will gain critical insight into the realities of contemporary HRM, engaging with the various debates and tensions inherent in the employment relationship and understanding the myriad of different theories underpinning human resource management. New to this edition: New Ethical Insight boxes explore areas of current ethical concern in trends and practice; New Digital Spotlight boxes explore innovations in technology, analytics, and AI and the impact on workers and organisations; Topical coverage on job design and the rise of the gig economy and precarious work; A critical discussion of the core themes and debates around human resource management in the post-Covid-19 era, including mental health and wellbeing; A rich companion website packed with extra resources, including video interviews with HR professionals, work-related films, bonus case studies, links to employment law, and vocab checklists for ESL students, make this an ideal text for online or blended learning. HC 219-xxxii - Thirty-third Report of Session 2014-15 Great Britain.

Parliament. House of Commons. European Scrutiny Committee, 2014. **Handbook of Strategic 360 Feedback** Allan H. Church, David W. Bracken, John W. Fleenor, Dale S. Rose, 2019-04-10. This volume is the definitive work on strategic 360 feedback, an approach to performance management that is characterized by 1) having content derived from the organization's strategy and values; 2) creating data that is sufficiently reliable and valid to be used for decision making; 3) integration with talent management and development systems; and 4) being inclusive of all candidates for assessment. Featuring 30 chapters from leading practitioners in the field, the volume is organized into four major sections: 360 for Decision Making, 360 for Development, Methodology and Measurement, Organizational Applications, and Critical and Emerging Topics. It presents viewpoints from researchers, scientists, practitioners, and consultants on best practices in the design, implementation, and evaluation of many forms of multirater processes and technologies currently used to support talent management systems.

*Human Resource Management* Ronan Carbery, Christine Cross, 2024-10-17. How does the wellbeing of Deliveroo drivers intersect with their work in the gig economy? Has the COVID-19 pandemic facilitated innovation or damaged our relationship

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