

Nurse performance appraisal

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I. Contents of getting nurse performance appraisal

Rewarding nurses boosts their morale and enthusiasm to continue providing quality services. Using nurse performance-appraisal tools helps you determine key areas of responsibility in which a nurse can work. The techniques applied in performance appraisal include obtaining detailed information and rating each nurse according to her dedication and contribution to the organization. Using performance-appraisal tools is vital, as it allows you to make informed judgments when choosing whom to promote.

Qualitative Appraisal Tools

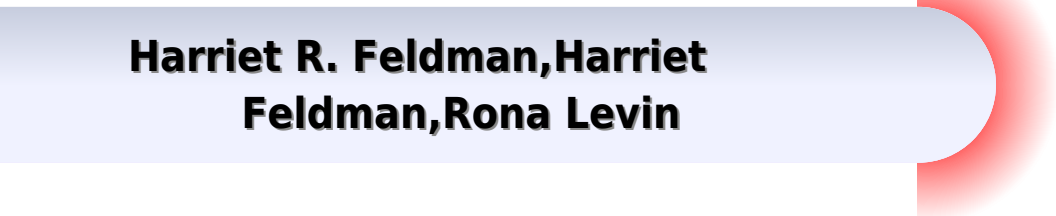
Qualitative nurse appraisal tools seek to determine the nurse's contribution and her ability to deliver to an organization under minimal supervision. They also seek to uncover her competencies. Leadership skills, communication ability, punctuality, work attendance, customer relations, problem solving and innovation ability are examples of aspects of a nurse that the qualitative appraisal tools provides to an employer. Questionnaires and personal interviews are qualitative appraisal tools.

Ranking Tool

You might want to know which nurse is the best. The ranking method provides a comprehensive way of determining each nurse's ability to deliver. Such a tool compares each subordinate's performance in different fields and then ranks them accordingly. The nurse with the highest scores is ranked first. The scores regress to the nurse with the lowest scores. The nurse ranking tool allows you to know who are the best and worst nurses. Use this tool to compare staff members in the same department.

Performance Appraisal Nurse Journal

**Harriet R. Feldman, Harriet
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