

# EMPLOYEE PERFORMANCE APPRAISAL FORM

| Annual employee performance appraisal form                                                             |                                                                                                                                                                                                 |                                                                                                                                               |              |                 |   |    |
|--------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------|--------------|-----------------|---|----|
| department                                                                                             | Name                                                                                                                                                                                            | post                                                                                                                                          | auto men     | final score     | ☆ | ☆☆ |
| Project and assessment content                                                                         |                                                                                                                                                                                                 |                                                                                                                                               | 30           | Self-evaluation |   |    |
| 30% of work tasks                                                                                      | Able to ensure quality and quantity, complete tasks ahead of time.                                                                                                                              | Able to complete tasks under pressure.                                                                                                        | 25 to 29     |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 15 to 25     |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | under 15     |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 10           |                 |   |    |
| 10% of working ability                                                                                 | Strong comprehension ability, in terms of work improvement, often sometimes with improved work comprehension and judgment are average, occasionally there are improvement in job skills, barely | Coordinate with others and do others' work.                                                                                                   | 8 to 9       |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 5 to 7       |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 5 or less    |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 10           |                 |   |    |
| Work Coordination 10%                                                                                  | Willing to help others when asked. Loose spirit, unwilling to cooperate with others.                                                                                                            | Work hard and do your best to complete the task.                                                                                              | 8 to 9       |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 5 to 7       |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 5 or less    |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 10           |                 |   |    |
| Responsibility 10%                                                                                     | Responsible, and can better supervise to complete. Perfunctory, arrogant, irresponsible, careless.                                                                                              | No waste of time, no fear or hard work, the delivery work is Be punctual, not lazy, work hard. Occasionally sloppy, but work conscientiously. | 8 to 9       |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 5 to 7       |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 5 or less    |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 10           |                 |   |    |
| Work lazy 10%                                                                                          | Excuse me to avoid heavy work, but still be able to stick to my job. Often arrive late and leave early. Works bug-free and improves for work.                                                   | No errors and no suggestions for improvement. Need to be guided to do a good job.                                                             | 8 to 9       |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 5 to 7       |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 5 or less    |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 10           |                 |   |    |
| Work quality 10%                                                                                       | Worked with the guide, still got the error.                                                                                                                                                     | Constantly abide by and maintain the company's rules and regulations for discipline.                                                          | 8 to 9       |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 5 to 7       |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 5 or less    |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 10           |                 |   |    |
| Discipline 10%                                                                                         | Frequently violates company regulations and is accused of Strong cost awareness, able to actively save and avoid waste.                                                                         | Cost conscious and able to save.                                                                                                              | 8 to 9       |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 5 to 7       |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 5 or less    |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 10           |                 |   |    |
| Cost Awareness 10%                                                                                     | Cost conscious, less wasteful.                                                                                                                                                                  | Not cost conscious, often wasteful.                                                                                                           | 8 to 9       |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 5 to 7       |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 5 or less    |                 |   |    |
|                                                                                                        |                                                                                                                                                                                                 |                                                                                                                                               | 10           |                 |   |    |
| ☆ The first examiner's score (accounting for 70%), ☆☆ The second examiner's score (accounting for 30%) |                                                                                                                                                                                                 |                                                                                                                                               | total score  |                 |   |    |
| Remark:                                                                                                |                                                                                                                                                                                                 |                                                                                                                                               | confirmation |                 |   |    |

# Performance Appraisal Employee Guide 0219 2015

**R Bogdan**



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