

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

Performance Appraisal Report Par Form

United States. Department of State

A red circular graphic with a gradient, appearing as a partial circle or a stylized arrow pointing to the right, located to the right of the text 'United States. Department of State'.

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Courage and Commitment I am committed to excellence and the fair treatment of all I cannot over emphasize the importance of leadership from E 1 to O 6 everyone has a part I expect officers to lead from the front by setting the example Be sure that regularly scheduled performance counseling sessions are conducted for military and civilian employees Cover the good which should be sustained as well as the areas which need improvement Although I like to be informed I believe in allowing leaders to lead managers to manage A big part of my job is to provide you the support systems necessary for you to accomplish your mission Tell me what you need and don t worry how it will be resourced Let me worry about that

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American Rehabilitation ,1980 Joint defense capabilities study improving DoD strategic planning, resourcing, and execution to satisfy joint capabilities : final report. , **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 **Parliamentary Debates** India. Parliament. Rajya Sabha,2007 **Public Administration in India** Prof. B.L. Fadia Prof & Kuldeep Fadia,2025-09-03 Sahitya Bhawan Pratiyogita Sahitya Public Administration in India book by Fadia is comprehensive analytical and examines the framework of Indian Administration as an autonomous discipline The text provides an up to date authoritative and readable introduction of Indian Administration and Governmental process indian public administration book

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HUMAN RESOURCE MANAGEMENT, SEVENTH EDITION PATTANAYAK, BISWAJEET,2025-06-02 Human intellect remains irreplaceable Despite rapid technological advancements and the rise of artificial intelligence technology will always serve as a tool to enable progress rather than replacing the human touch In any organization human resources are the most valuable asset and managing them is often more complex than handling technology due to the absence of programming or automation In today s fast evolving global business environment the role of human resource management HRM has undergone a significant transformation HRM is now more strategic playing a crucial role in adding value to organizational goals Changes in workforce demographics business dynamics and technological innovations have prompted a revision of this book s content to ensure it remains relevant and aligned with contemporary needs The seventh edition of this book is a thoroughly updated and revised version designed to enhance students understanding of HRM in the rapidly changing business world It incorporates the latest research applications and real world examples to bridge theory and practice effectively

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Business Environment and Technological Innovation- Emerging Trends - volume II Dr C Suresh, Dr K. Sujith, Dr.P. Dhanalakshmi, Arthy Infanta. A, *Evaluating Employee Performance* Felix M. Lopez, 1968 Textbook on methodology of evaluation of performance records with particular reference to relevant personnel management techniques in the USA Bibliography pp 287 to 296 Enterprise Architecture for Connected E-Government: Practices and Innovations Saha, Pallab, 2012-06-30 This book addresses the gap in current literature in terms of linking and understanding the relationship between e government and government enterprise architecture Provided by publisher

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