



The Johns Hopkins Home Care Group Human Resources Policy Manual

Subject: Performance Appraisals

Policy Number

HR-101

Effective Date

01/06/05

Revised

Replaces

Page 1 of 4

POLICY

All Johns Hopkins Home Care Group employees will be evaluated at periodic intervals based on his/her job description and not less than annually.

Purpose

To define the policy and procedure and guidelines of Johns Hopkins Home Care Group with respect to a common and consistent program of completing performance appraisals for all employees. To provide a consistent process, in compliance with JCAHO and HCFA standards.

Content

A performance appraisal is intended to document and maintain satisfactory performance as a part of an individual employee by:

- A. Providing a means of measuring an employee's effectiveness on the job.
- B. Identifying areas where an employee is in need of training or improving.
- C. Maintaining a high level of motivation through feedback and the setting of specific goals on the basis of this feedback.

Employees are responsible for working with their supervisors on an ongoing basis to develop and maintain a clear performance plan defining various performance expectations and their relative priority.

I. DEFINITIONS

- A. A performance appraisal is any judgement or decision that affects an employee's status in an organization regarding retention, termination, promotion, transfer, salary adjustment or admission into training programs.
- B. A performance appraisal is an assessment of the quantity, quality and value of an individual's contribution to Johns Hopkins Home Care Group based on performance of essential functions and/or responsibilities.
- C. Performance appraisals are based upon the employee's performance as it relates to his/her specific written job description.

Policies And Procedures Manual For Nonmedical Homecare

Chao Zhang



Policies And Procedures Manual For Nonmedical Homecare:

Whispering the Techniques of Language: An Emotional Quest through **Policies And Procedures Manual For Nonmedical Homecare**

In a digitally-driven earth where screens reign supreme and instant interaction drowns out the subtleties of language, the profound strategies and emotional subtleties hidden within words frequently go unheard. Yet, nestled within the pages of **Policies And Procedures Manual For Nonmedical Homecare** a charming fictional value blinking with organic feelings, lies an exceptional quest waiting to be undertaken. Composed by an experienced wordsmith, that charming opus attracts visitors on an introspective journey, delicately unraveling the veiled truths and profound influence resonating within the very fabric of every word. Within the psychological depths with this emotional review, we will embark upon a honest exploration of the book is primary themes, dissect their charming publishing style, and succumb to the effective resonance it evokes deep within the recesses of readers hearts.

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