

# 6.1. Objectives of Performance Appraisal

According to:

Employee

- ❑ Concrete and tangible particulars about their work
- ❑ Assessment of performance

Organization

- ❑ Measuring the efficiency
- ❑ Maintaining organizational control.

Aims at:

- Personal development
- ❑ Work satisfaction
  - ❑ Involvement in the organization.

- ❑ Mutual goals of the employees & the organization.
- ❑ Growth & development
- ❑ Increase harmony & enhance effectiveness

# Objective Performance Appraisals

**Chao Zhang**



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