Performance Appraisal Process

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Most institutions in the modern commercial practices insist on quality and delivery as the most important attributes in the organizational performances. The economics of the world has changed in such a manner that the levels of competition have attained stratospheric levels. In response to this, employers have adopted a number of mechanisms in order to keep up with the pace. One of such mechanisms is the performance review, also known as performance appraisal. In ordinary practice, the term performance appraisal refers to the analysis of the activities that staff members undertake with the primary aim of making sure that they meet their objectives (Muchinsky, 2012). In the case study, Practice adopted a particular form of performance appraisal in order to analyze the work of the employees and make the relevant decisions.

**Problems with precision’s performance appraisal process and the challenges that it poses to the new pay system**

The appraisal mechanisms that the enterprise has adopted have some issues that may threaten its effectiveness in handling some of the basic components of a well-structured performance appraisal mechanism. Firstly, most employees do not have a clearly defined duty and the expectations on their performances. In this regard, if there is no clear expectation, it becomes difficult for the supervisors to come up with a process that would measure the effectiveness of the staff members. Due to this challenge, most of the recommendations that the supervisors may come up with may lack objectivity.

For an appraisal mechanism to be effective it is necessary to make sure that the employees and their supervisors are always in constant communication and interaction. For instance, when the review process calls upon the supervisors to examine the attitude of the workers, it is a matter of common sense that they would be incapable of making that assessment in the event that they do not have a regular and ordered interaction. In the event that a supervisor is confronted with this decision to make, he would not have reliable facts to rely on when making such a decision.

Another evidence of an anomaly with the current appraisal mechanism is the fact that all employees tend to belong to the same group of performers. For instance, the report suggests that almost all the results show that all the workers in the institution have average performance standards. Ordinarily, it is possible that there are individuals who give exceptional performance while some may do pathetically bad. In that line, the current application fails to capture the most accurate employee performance situation in the company.

**Recommended changes to the current employee performance**

Due to the challenges that are evident in the current system, it is necessary to make relevant adjustments to the system so as to align it to the needs of the enterprise. An effective performance appraisal is made up of four major phases which include; defining the job expectations of the employees, measuring the employees’ performance relative the set job expectations, providing feedback on the performance in relation to the set expectations and finally recording the employee performance (Susan, 2016). I would highly recommend the introduction of these four phases to starting an effective and comprehensive performance appraisal.

Moreover, end of year employee interview should be a time when the managers and the supervisors meet to discuss the performance of the employees in the firm. It should also be a time when everyone in the firm is on the same page and stronger relationships between the employees and the mangers are developed (Ian, 2015). It is through the employees’ interview that feedback is provided to the employees, discussions concerning job status, disciplinary actions, and compensations take place, the employees get counseled as well. Therefore, supervisors should also be keen on the performance of the employees. This will help ensure effective job evaluation which in turn will leads to effective performance appraisal.

**References**

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