LT: Ima Goodenough Paper and Performance Evaluation

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**Introduction**

Performance evaluation ia as assement of employee work in an organization. Most companies have developed an employ evaluation system to review performance on regular basis. However, others companies perform monthly or yearly appraisals for evaluation. Employees evaluation is an important aspect of organizations as it reminds the workers what are expected of them. Similarly, workers are informed about their performance for improvement in their work and filling the gaps (Islam & bin Mohd Rasad, 2006). The organizational decisions of bonuses, pay raises and promotions are based on performance evaluations where the employees are also ranked and rated to promote competency between organizational members.

**Discussion**

Performance appraisals shows unsatisfactory results in some organizations due to poor timing, infated expectations, complexities, and lack of communication. The organizational environment which seldomly focuses on interactions between employees and engaging them in tean work often results in understated results. Every work place is based upon team worj and strong communication between the employees which enable them to built consensus easily. The key values are interaction between employees and management which enables to access more relavant feedback and positive outcomes; and secondly to eliminate salary related questions which decrease the pressure of being eliminated from the organization (Ahmed, Sultana, Paul, & Azeem, 2013). The strength of employees reflects the organization importance in the industry.

**Effective Performance Evaluation System**

Performance evaluation is besed on descriptive measures which vary in organizations, however, mostly similar factors are followed to evaluate the performance. The effective approach is to appraise both the employee as well as the organization to better fulfill the requirements.

**General Factors**

 The general factors include adaptability, motivation, attendance, communication and creativity from employees work. It also focusses on quantity and quality of work to satisfy customers. It involves to take initiative of new programs and acknowledge short comings. It further includes the management skills to utilize the resources efficiently. It also evaluates how efficiently the employees manage time and tolerate stress and focus not only the quantity but the quality of work as well (Sezgin & Sankur, 2004). Although, these factors ensure the accountability of employees towards the organization, it also, make sure the job satisfaction of employees and the likelihood of staying with the organization.

**Team Based Factors**

It involves cooperation and team work, where employees interact and share knowledge. It should reflect the culture of consensus building to resolve workplace conflicts. It should reflect the work relationship of employees and how efficiently to utilize the opportunities. The evaluation must be in lined with organizational goals and reflect the future endeavors (Gui, Xiao, Zhang, & Bao, 2014). Bottom-up appraisals is a new approach in performance evaluation, where the employees rate their supervisors on account of their responsibilities and their roles being performed in support of supervising their colleagues and employees (Shaout & Yousif, 2014). It reflects both on the managerial and staff role in the organization.

**Supervisory Factors**

 The appraisal includes cost effective measures to check and balance on available resources and how accurately the are equipped. The employees are also evaluated on the basis of their supervisory work, that how often the have transferred their knowledge to fellow colleagues or lower level staff. The need to assured proper trainings and support for the growth of subordinates. The appraisal are also based on regular evaluations to keep the employees motivated and updated about their work. However, poorly prepared appraisal and feedback demoralizes employees and their trust, it also doe not provide actual outcomes of the evaluation. Managers needed to be trained on the appraisal process as well to produce accurate response (Shaout & Yousif, 2014). Regular trainings help the managers and employees to react positively to the new changes and reinforce core competencies.

**Situational Factors**

 Organizations are influence with social and situational processes which receive little attention. The available opportunities in organization may not be utilized by everyone equally looking into the intellectual capacity of each employ. Trainning periods and the mediun of communication must fluctuate in such situtiona for better performance of al employees and bring them to equal level of capabilities. Also, the personal traits of each employee does not fit in same situation, same might be introverts with less involvement in events and communications; the organization needs to fill these gaps by self grooming sessions (Peterson, Luthans, Avolio, Walumbwa, & Zhang, 2011). It is not only important to conduct performance surveys but also to act upon various issues of employees.

**Conclusions**

Performance reviews not only impact the employees but also provide valuable information into companies current and future paths. Employee evaluation is effective for both the organization and workers, where the organizations are able to define the goals more clearly which are not being achieved by the employees. It is better for the consistant growth of organization where the manage to look upon their shortcomings, and to improve the environment and service delivery. On the contrary, it enables the employees to increase their accuracy and work on their weaknesses. It also enhances the performance as the work harder to achive their targets. Employees also get recognition for their accomplishments which is necessary for constant improvement and growth. Performance evaluation is based on interdependent processes which are essential for both the employees and organization that make successful people management and development.

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