Performance Appraisal

Name of Student

Name of Institution

The current system of appraisal used by the company is completely electronic which includes form filling on company’s software system. The appraisal system involves matching skills of employees with organizational goals and objectives. These goals and objectives are made according to budget available with particular departments and keep in view employee needs for training. Some objectives are also focused on specific skills to be developed in employees. These specialized skills are referred to as technical skills. Managers have been given responsibility of evaluating their subordinates and examine any gap between performance and objectives. Organizational skills were required by different levels of employees and managers. These skills require creation of value by planning, control and economic sensitivity. The evaluation is done differently for managers and employees. Managers are evaluated on the basis of achievement of goals whereas employees are evaluated on the basis of any change in their skills. Managers speak to their subordinates about their roles in achieving organizational goals. Both work performance and behavioral aspects are assessed by managers so that a more realistic assessment of employees can be undertaken. The interviews play an important role in implementing the whole system because it takes managers and employees into consideration. It will be a very beneficial tool especially if employees and managers are well prepared with the actual level of performance achieved. There is a proper timeline provided by organization within which process has to be completed. The positive aspect of this type of appraisal system is that it can create a better organizational climate by ensuring that all employees are working towards organizational goals and objectives (Chatterjee, 2019).

One aspect that can be changed in this system is that rewards can be attached directly to employee performance (Mulvaney, 2019). This aspect is even more appropriate because the organization under observation relates to a complex business. Although the objectives and goals for organization will prove to be beneficial for the company but the complexity of this field will force revising the goals and objectives many a time. There will be higher motivation for employees if their rewards are even partially connected to their performance. Training should also be conducted to improve those skills which will help employees in performing all their tasks in a better way. There is much stiffness and rigidity in the present system (Bonet, Eriksson, & Ortega, 2018). This rigidity may lead to biasness in some cases. The major aim of any system should be to improve the employee rather than to try and be perfect.

The organization can use paired comparisons and behavioral anchored method as performance appraisal tools. Paired comparisons will make sure that there are comparisons made in form of pairs of employees within each work group (Chukwuba, 2012). Each employee is compared with other employee in the same group in form of pairs. This will make sure that employees follow other peers in whatever positive they can learn from them to improve themselves. The behavioral anchored method will assess behavior of employees in workplace so that they are forced to improve themselves on workplace. Both these tools will work well with the performance driven reward program suggested above because employees will follow their peers with motivation because they will get rewarded for it. Appraisal interview should involve feedback from coworkers. The change to performance driven rewards will also affect the interview process. The interviewer and interviewee will have to assess everything in terms of rewards which will keep the employees motivated. The assessment of organizational goals and objectives will be done at the top management level only and they will give their feedback regarding the extent to which these goals and objectives have been met.

# **References**

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