Effectiveness of Performance Appraisal

Student’s Name

Institution

**Effectiveness of Performance Appraisal**

Performance appraisal forms headlines in many companies especially in the millennial error. Effecting performance appraisal constitutes to employee motivation and company has improved productivity. Despite considering performance appraisal as a factor that damages the company’s image, to some companies it proves effective (Martin, & Bartol, 1998). The question is what makes me think it is effective? The employee is a complex creature with different needs and wants. This is the reason for companies to have human resource management department to help cope with these characters.

Employee continued stay in the business requires quantification to confirm the correlation between employee and company’s performance. Therefore, establishment of various assessment techniques will categorize employees in various classes. Measures adopted by responsible personnel aim at give efficient results to engage in employee motivation (Woehr, & Huffcutt, 1994). Performance appraisal is a function of the human resource that attracts various effects on the expense of the company. Time wasting and cost form the negative impacts of the function carried out in an organization. However, comparing positive impacts and negative impacts, the positive effects have magnitude over the other.

Engaging an employee means that the company has to sacrifice and wish well for the employee. This is why performance measurement has to be carried out. It is a measure of employee contribution to the company’s performance and a way to motive the staff (Balzer, & Sulsky, 1990). Methods employed for the exercise vary depending on the management and the organization operations. Moreover, the methods aim at the same objective. The difference is applying and interpreting the results obtained by the methods. Company performance is an evidence of whether performance appraisals are working. Besides considering conducting the activity within the company, the question still focuses on who is to conduct the function. Some managers may fail to be neutral and make bias decision hence reducing the effectiveness of the method.

References

Balzer, W. K., & Sulsky, L. M. (1990). Performance appraisal effectiveness. *Psychology in organizations: Integrating science and practice*, *23*.

Martin, D. C., & Bartol, K. M. (1998). Performance appraisal: Maintaining system effectiveness. *Public Personnel Management*, *27*(2), 223-230.

Woehr, D. J., & Huffcutt, A. I. (1994). Rater training for performance appraisal: A quantitative review. *Journal of occupational and organizational psychology*, *67*(3), 189-205.