Performance Appraisal and Career Management

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# Employee Performance Evaluation-what you’re not doing

The article discusses the engagement of employees in an effective and there are other ways, which cannot be limited because the way of engaging employees has its implications. The engagement of employees portrays the idea about the activities of the organizations. While, evaluations are important and the processes include what to do, and what should be avoided. The evaluation should not be done on the employees because every employee performs differently while the goals should be connected to the individuals in the organization (“Employee Performance Evaluation,” 2010).

# The 5 goals of employee performance evaluation

The employee performance evaluations are not liked by the management because it is done in a traditional way and they don’t like an environment where the employees’ work is judged. While performance management is preferred because it only evaluates performances of the employees and performance management is advantageous for employees as well as the managers. The process includes feedback, self-evaluation, setting goals, recognizing the employees and documenting the progress of employees (Heathfield, 2019)

**Discussion**

Performance appraisals are good because they sometimes give motivation to the employees to work efficiently and effectively (Kampkötter, 2017). These appraisals also give legal evidence about employee’s performance, and how they can make changes to improve. For a manager, conducting performance appraisals is for the accountability in work and to evaluate the performances of the employees, while according to an employee, the purpose for appraisals is because this will help them for self-assessment, and to have feedbacks and to set goals for the organization. However, as an employee, I have only experienced the self-assessment and feedback appraisals because we were on training. The appraisals were fair enough because these made me able to do self-assessments and give appropriate feedback to the organization about the environment and the processes.

**References**

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