

Answer 3)

The modern methods of performance appraisal System are :-

- (A) Assessment Centers :- This is one of the modern methods of performance appraisal. Under this method the employees performance is carried out in a separate place known as assessment centers. In these centers the workers are grouped and supervisor who is in charge rating the employees feel that all the workers are not equally competent. Accordingly the rater fixes some standards like acceptable, more acceptable, less acceptable and un-acceptable with the standards the rater will evaluate the employees of that group in a assessment center. The rater or the supervisor is an experienced person who has the authority and capacity to evaluate an employee. Generally this method is appropriate to help the workers for the purpose of promotion.
- (B) Human account asset method :- It is another method of performance appraisal. In this method the workers are treated as the resources of an ~~organ~~ organisation. In this method it has been taken to granted that human employees are equal to assets of the organisation. In such a way all the productive workers should feel safe in



Ankit Ray

1906534

CLASSMATE
Date :
Page :

the organisation. So they should not leave the organisation at any cost. There must be co-operation, team spirit and good understanding among the workers. Conflict and distrust will lead to devaluation of human resources. So this types of appraisal method is applicable and prevail in developed country organisation. Because in these organisations all the employees are ~~not~~ motivated and productive employees.

(c) Management by Objective (MBO) :- This method of performance appraisal was introduced by Peter Drucker. It is one of the powerful method of managing the working ability of employees. This method minimises the internal control and establishes joint responsibilities between the managers and subordinates. It is a process where by the superior and subordinates managers of an organisation jointly identify its common goals, define each individuals major areas of responsibility in terms of results expected of him and use these measures as guides for operating the unit and assessing the contributions of each of its members. It is result oriented, it is performance that counts, It is a management system and philosophy that stress goals rather than method.



Ankit Ray

1906534

CLASSMATE
Date :
Page :

• Application these methods are having on measuring performance of employee in modern organisation? include 360 degree feedback, management by objectives (MBO), psychological appraisals, and the behaviorally anchored rating scale (BARS), to name a few.

Each method has strengths and weaknesses which is likely why there isn't a universally accepted approach all organisations use.

Traditional methods tend to measure an employee's past performance and focus on assessing employee personality traits - such as initiative, dependability, and leadership potential - while modern methods weigh job achievements more heavily, regardless of the employee's personality traits, which is thought to be a less biased approach.