Untitled

by Nacez

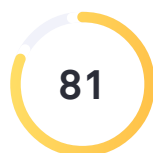## General metrics

2,605
characters

389
words

13
sentences

1 min 33 sec
reading time

2 min 59 sec
speaking time

Score

81

This text scores better than 81% of all texts checked by Grammarly

Writing Issues

22
Issues left

✓
Critical

22
Advanced

Unique Words

Measures vocabulary diversity by calculating the percentage of words used only once in your document

46%
unique words

Rare Words

Measures depth of vocabulary by identifying words that are not among the 5,000 most common English words.

28%
rare words

Word Length

Measures average word length

5.6

characters per word

Sentence Length

Measures average sentence length

29.9

words per sentence

Untitled

In this paper, an analysis of Bluescope Steel's performance appraisal system will be conducted. Bluescope uses an annual reviewing system to perform its performance appraisals. This process starts in July and ends in June of the following year. Their annual reviewing process has 4-5 clear steps, The process uses the "SMART" objectives for better results and requires a calibration meeting between all managers and process over-viewers. Within the analysis of this system, multiple HR theories have been selected to help refer back to the process of testing and identifying any flaws, missing details, or steps that are potentially missing within this annual reviewing process. The first key point analysed is Objective vs Subject criteria, this point is evaluated using the goal-setting theory and the expectancy theory which shows a potential improvement to Bluescope if they incorporate more objective-based criteria and employee-based evaluations. The second key point is the frequency of feedback used by Bluescope, using the Feedback Intervention Theory and Continuous Performance Management (CPM) an understanding is made that Bluescope doesn't provide much consistent and formal feedback to their employees during this process. The third key point is Bluescope Employee Involvement which using the Self-Determination Theory shows that employees can be more involved when goal-setting and work coming from a place of free will, the analysis shows that Bluescope aligns with this well due to a step in their annual reviewing process. The last key point is Managerial Bias and Fairness, this point of the analysis is evaluated using the Equity theory and Attribution theory which shows that Bluescope's lack of a multi-rater may lead to biased judgments and evaluations. Recommendations for Bluescope is the

incorporation of more objective performance metrics this is to ensure fairness and good company transparency for Bluescope to integrate more objective criteria within the evaluation process. Next is increasing the frequency of feedback formally and informally by transferring it into a Continuous Performance Management system so feedback is more reliable and up to date. Next is mitigating possible managerial bias and ensuring fairness to all employees by implementing a multi-rater that would balance subjective judgments and provide more of a comprehensive view of an employee's performance. Lastly, more continuous training for managers on fair evaluation through upskilling events to ensure fair treatment and results across all employees and areas of the large company Bluescope.