**Performance Score Calculation Explanation**

The performance score is a measure to evaluate an employee’s overall performance based on two main inputs:

1. **Self-review rating**: Provided by the employee themselves.

2. **Manager rating:** Provided by the manager, with an optional weight applied to emphasize its importance.

**The formula to calculate the performance score is:**

**Performance Score = (selfReviewRating+(managerRating\*Weight))/2**

**Key Variables:**

**selfReviewRating**: The numeric is derived from the employee self review comments length, and it is scale from 0 to 5 .

**managerRating**: The numeric rating provided by the manager (e.g., out of 5.0).

**weight**: A multiplier applied to the manager’s rating to increase its significance and scale up to 1 from 0 .

Based on the manager rating the weight is calculated by using the below formula -🡪

Weight = (manager rating )/5 .

Example : manager rating is 4 , then weight is 4/5 = 0.8 .

**Formula Mechanics :**

First, the manager’s rating is multiplied by the weight.

Then, the self-review rating and the weighted manager rating are summed.

Finally, the average of these values is calculated to get the performance score.

**Example Calculation:**

Let’s consider the following inputs:

selfReviewRating: 5 , managerRating: 4.5 , weight: 1

Score =(5 + (4.5)\*1) /2

= (5+4.5 ) / 2 **= 4.75**

**Purpose :**

Ensures a balanced calculation reflecting both self-assessment and managerial feedback.

Allows for flexibility by adjusting the weight parameter.