

Campus Recreation Spring 2011  
Student Employee Job Performance Appraisal Score Comparison

Employee	Self Score	CoWorker & Supervisor Average	Score Difference
Sup#1	3.9	4.2	-0.3
Sup#2	4.4	4.3	0.1
Sup#3	4.4	4.3	0.1
Sup#4	4.4	4.7	-0.3
Sup#5	4.1	4.1	0
Sup#6	4.9	4.4	0.5
Sup#7	4.8	4.1	0.7
Sup#8	4.7	4.6	0.1
Sup#9	4.6	4.2	0.4
Sup#10	4.2	4.7	-0.5
Sup#11	5	4.3	0.7
1	4.9	4.7	0.2
2	4.5	4.5	0
3	4.5	4.3	0.2
4	3.6	4.2	-0.6
5	3.5	4.1	-0.6
6	4.7	4	0.7
7	4	4	0
8	3.9	3.7	0.2
9	4.9	4.1	0.8
10	4.3	4.3	0
11	4	4.3	-0.3
12	4.7	4.1	0.6
13	3.9	3.9	0
14	4.8	4.4	0.4
15	4.2	3.9	0.3
16	4.9	4.4	0.5
17	4.5	4.4	0.1
18	4	4.2	-0.2
19	4.1	4.5	-0.4
20	4.1	4.4	-0.3
21	4.2	4.7	-0.5
22	4.1	4.4	-0.3
23	4.5	4.3	0.2
24	4.3	4.1	0.2
25	4	3.8	0.2
26	4.4	4.4	0
27	4.5	4.9	-0.4
28	3.6	3.9	-0.3
29	4.2	4.7	-0.5
30	4.6	4.4	0.2
31	4.4	4.3	0.1
32	4.4	4.2	0.2

**Frequency of Ratings in Self Scores**

Rating	Frequency
5	1
4	36
3	6
2	0
1	0

**Frequency of Ratings in Co-Workers & Supervisor Average Scores**

Rating	Frequency
5	0
4	38
3	5
2	0
1	0

**Number of Students Who Scored Self Higher (inflated self impression)**

23

**Number of Students Who Scored Self Lower (lower self impression)**

14

**Rating Scale**

5 Excellent: Expert

4 Good: Skilled or knowledgeable but not expert

3 Average: Has some skill or knowledge

2 Poor: Has little skill or knowledge

1 Unacceptable: no skill or knowledge in this area