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Course \Rightarrow Btech CS General 7th Sem

ASSIGNMENT - 3

Topic :- Performance evaluation :
Meaning, Purpose &
Benefits

\rightarrow Performance Evaluation Methods :-

There are most critical performance evaluation methods.

1. Self-evaluation

Self-evaluation is when an employee is expected to rate themselves using multiple-choice.

2. 360-degree employee evaluation

An employee is rated in terms of the advancement made by him/her within team as well as with external teams.

3. Graphics rating scale

Employee skills, experiences conduct and other qualities in comparison to others in a team, can be evaluated. This scale should ideally be the same for each employee.

4. Development checklists

Every organization has a certain roadmap for each employee for their development as well as exhibited behaviour.

5. Demanding events checklist

An intelligent manager always tends to keep a demanding events list where employee show good or bad qualities.

Definition of Performance Evaluation

It is defined as a formal and productive procedure to measure an employee's work and results based on their job responsibilities.

It is used to gauge the amount of value added by an employee in terms of increased business revenue.

Purpose of Performance Evaluation

- The goal of this entire process of performance evaluation is to improve the way a team or an organization functions.
- It lets an employee understand where does he/she stand as compared to others in the organizations.
- A employee can procure consistent feedback on an employee's strength.

Benefits of having Performance evaluation

1. It will provide your employees with clarity on their job description.
2. It will enhance merit-based compensation.
3. Your employees will be able to comprehend targets as well as goals.
4. It will boost the morale of your company.
5. Improved communication.
6. Build a career path.
7. Check levels of engagement.
8. Get feedback from yourself.
9. Resource planning