The Advantages and Drawbacks of Performance Appraisal

Student Name: Nusaiba Elfakhery
Student ID: 1861
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Introduction:

- Employee appraisal is a method of measuring employee job performance. The employee appraisal consists of regular reviews at different interval, generally every six months or yearly.
Introduction:

• Employee appraisals are based on a predetermined set of criteria, generally centered on organizational goals and measures things like:

  - Behaviors
  - Productivity
  - Strengths' and weaknesses
Commonly Used Employee Appraisals:

- Top-down appraisal.
- Management by objectives (MBO).
- Self-assessment.
- 360-degree feedback.
Top-Down Appraisal:

- **Top-down appraisal** is used most commonly, involves an employee evaluation by direct supervisor and is based on the completion of pre-set goals by management. Productivity, behavior and goal completion are generally measured.
Management By Objectives (MBO):

- Management by objectives (MBO) involves management and employee collaboration on goal setting. Once goals have been set and agreed upon, management uses the outcomes to provide feedback.
Self-Assessment:

- **Self-Assessment** is an assessment of performance done by the employee himself.
Advantages and Disadvantages

Advantages

- Improve performance
- Corrects deficiencies
- Promotion
- Employee development
- Career growth
- Motivation
Advantages and Disadvantages

Disadvantage

- Prone to biasness
- Contrast error
- Generalization tendency error
- Severity or leniency
- Sampling error
- Regency and primary errors
Conclusion

• A performance appraisal is an evaluation done on an employee job performance over a specific period of time.
References

• Study.com 14 November 2019.

• connectUS (5, October, 2017) 12 Advantages and Disadvantages of Performance Appraisals.
ANY QUASTIONS
THANK YOU 😊