



LIBYA INTERNATIONAL MEDICAL UNIVERSITY



Faculty of Business Administration

The Advantages and Drawbacks of Performance Appraisal

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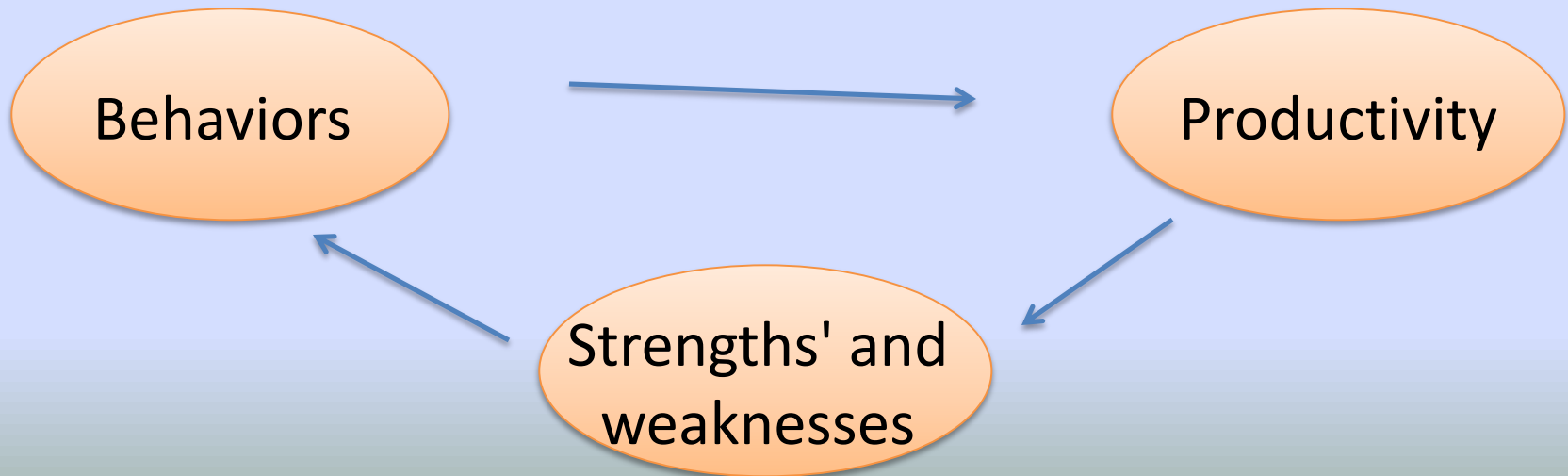
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Introduction:

- 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:-



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):

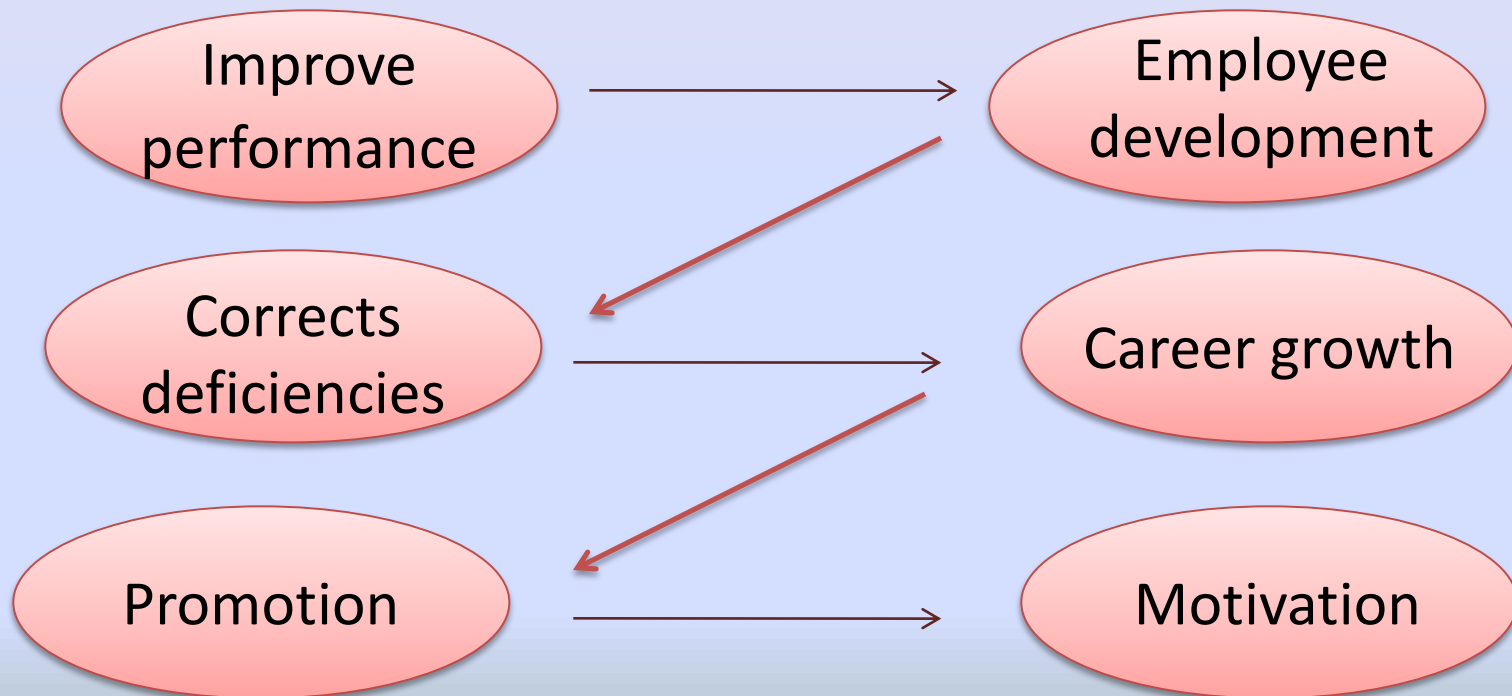
- **Management by objectives (MBO)** involves management and employee collaboration on goal setting. Once goals have been set and agreed upon, management uses the outcomes to provide feedback.

Self-Assessment:

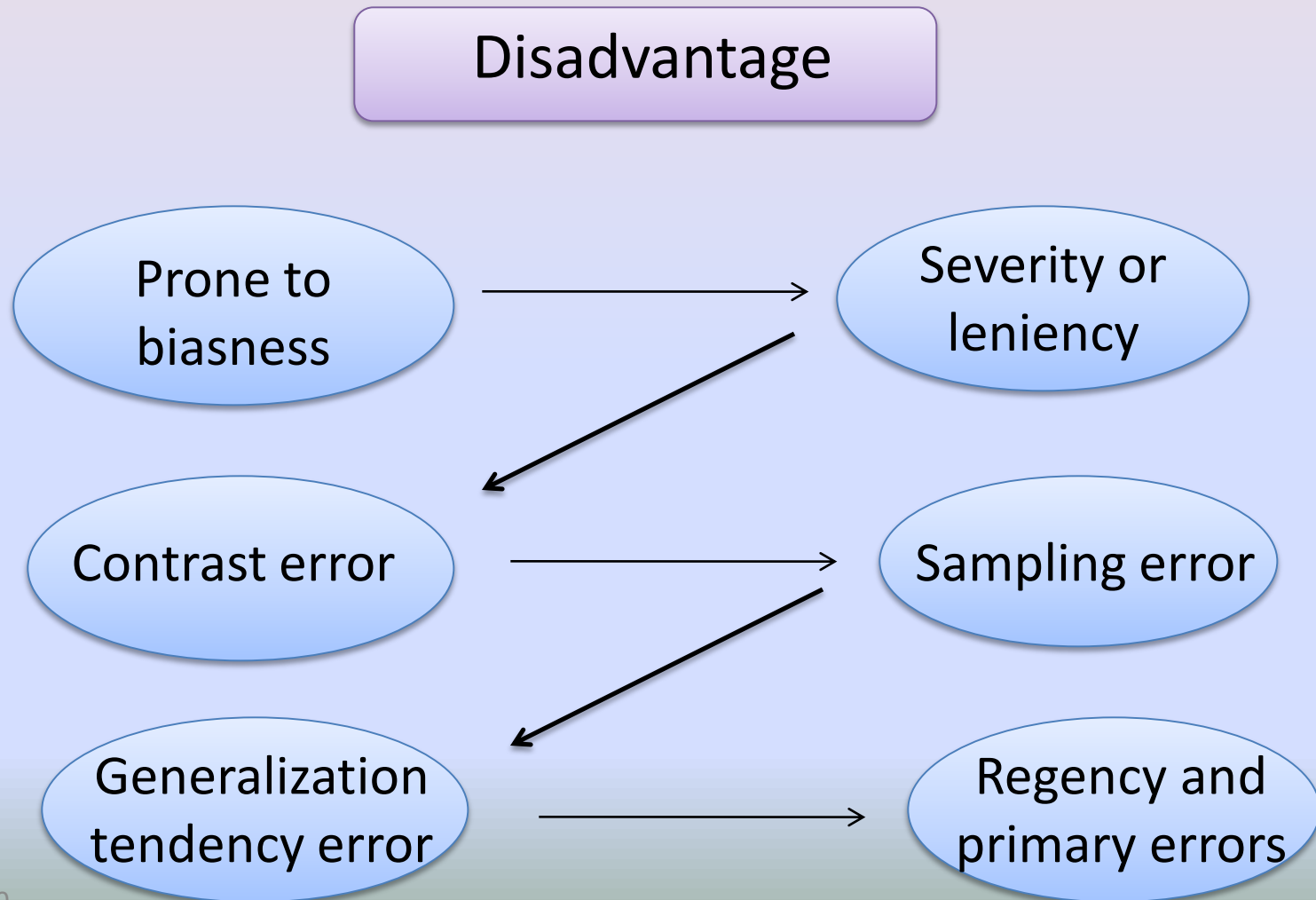
- **Self-Assessment** is an assessment of performance done by the employee himself.

Advantages and Disadvantages

Advantages



Advantages and Disadvantages



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 QUESTIONS
THANK YOU 😊