

CHAPTER NO. 9: PDS- PERFORMANCE APPRAISAL

SUMMARY

Introduction

The performance of everyone in an organization constantly being appraised by the person himself as well as by his superiors, peers, subordinates. Because different people do different tasks it is possible to assess the performance of each. The concept of Performance Appraisal has changed a lot through the time. Earlier, it was a means of assessing the subordinates' performance by the superior. Nowadays the appraisal system has changed with one person being evaluated by his superiors, subordinates and peer gaps.

Definition of Performance Management (PM)

1. Continuous Process of
 - ✓ Identifying
 - ✓ Measuring
 - ✓ Developing

The performance of individuals and teams

The Performance Management Contribution

Contributions of Performance Management

For Managers

- ✓ Communicate supervisors' views of performance more clearly
- ✓ Managers gain insight about subordinates
- ✓ Better and more timely differentiation between good and poor performers
- ✓ Employees become more competent

Disadvantages/Dangers of Poorly-implemented PM Systems

For Employees

- Lowered self-esteem
- Employee burnout and job dissatisfaction
- Damaged relationships