



Performance Appraisal is the Key to High Performance

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Abstract

People perform their best when they are given specific goals which are attainable. Performance of employees need to understand the abilities of a person for further growth and development. It will be better to give employees the map, the destination and sometimes general direction in which to start. Performance appraisal is an unavoidable element of organizational life. Performance appraisal is an influential tool that organizations have to organize and coordinate the power of every employee of the organization towards the achievement of its strategic goals. It can focus each employee's mind on the organization's mission, vision and core values.

Organizations have come to realize that a primary part of their business is to help employees achieve high performance by providing them timely support for completing their tasks. Performance Appraisal helps the supervisors to chalk out the promotion programmes for efficient employees. In this regards, inefficient workers can be dismissed or demoted in case. Performance appraisal serves as a motivation tool. Through evaluating performance of employees, a person's efficiency can be determined if the targets are achieved. This very well motivates a person for better job and helps him to improve his performance in the future.

Key Words: Performance appraisal, leadership, supervisors, higher education, motivation.

Introduction

Performance evaluation methods are the systems and processes through which appraisal is carried out in an organization. Performance appraisal is an unavoidable element of organizational life (Borow, 1980; Langanathan & Fink, 1999). Performance Appraisal is the systematic evaluation of the performance of employees and to understand the abilities of a person for further growth and development. Performance Appraisal is a management tool which is helpful in motivating and effectively utilizing human resources. Performance appraisal is generally done in systematic ways which are as follows:

1. The supervisors measure the pay of employees and compare it with targets and plans.
2. The supervisor analyses the factors behind work performances of employees.
3. The employers are in position to guide the employees for a better performance.

Objectives of Performance Appraisal

Performance Appraisal can be done with following objectives in mind:

1. To maintain records in order to determine compensation packages, wage structure, salaries raises, etc.
2. To identify the strengths and weaknesses of employees to place right man on right job.
3. To maintain and assess the potential present in a person for further growth and development.
4. To provide a feedback to employees regarding their performance and related status.
5. To provide a feedback to employees regarding their performance and related status.
6. It serves as a basis for influencing working habits of the employees.
7. To review and retain the promotional and other training programmes.

Advantages of Performance Appraisal

It is said that performance appraisal is an investment for the company which can be justified by following advantages:

1. **Promotions:** Performance Appraisal helps the supervisors to chalk out the promotion programmes for efficient employees. In this regards, inefficient workers can be dismissed or demoted in case.
2. **Compensation:** Performance Appraisal helps in chalking out compensation packages for employees. Merit rating is possible through performance appraisal. Performance Appraisal tries to give worth to a performance. Compensation packages which includes bonus, high salary rates, extra benefits, allowances and pre-requisites are dependent on performance appraisal. The criteria should be merit rather than seniority.
3. **Employee Development:** The systematic procedure of performance appraisal helps the supervisors to frame training policies and programmes. It helps to analyse strengths and weaknesses of employees so that new jobs can be designed for efficient employees. It also helps in framing future development

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Table of Contents The Humanities An Appraisal

1. Understanding the eBook The Humanities An Appraisal
 - The Rise of Digital Reading The Humanities An Appraisal
 - Advantages of eBooks Over Traditional Books
2. Identifying The Humanities An Appraisal
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an The Humanities An Appraisal
 - User-Friendly Interface
4. Exploring eBook Recommendations from The Humanities An Appraisal
 - Personalized Recommendations

- The Humanities An Appraisal User Reviews and Ratings
- The Humanities An Appraisal and Bestseller Lists
- 5. Accessing The Humanities An Appraisal Free and Paid eBooks
 - The Humanities An Appraisal Public Domain eBooks
 - The Humanities An Appraisal eBook Subscription Services
 - The Humanities An Appraisal Budget-Friendly Options
- 6. Navigating The Humanities An Appraisal eBook Formats
 - ePub, PDF, MOBI, and More
 - The Humanities An Appraisal Compatibility with Devices
 - The Humanities An Appraisal Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of The Humanities An Appraisal
 - Highlighting and Note-Taking The Humanities An Appraisal
 - Interactive Elements The Humanities An Appraisal
- 8. Staying Engaged with The Humanities An Appraisal
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers The Humanities An Appraisal
- 9. Balancing eBooks and Physical Books The Humanities An Appraisal
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection The Humanities An Appraisal
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine The Humanities An Appraisal
 - Setting Reading Goals The Humanities An Appraisal
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of The Humanities An Appraisal
 - Fact-Checking eBook Content of The Humanities An Appraisal

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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