



2-1 Discussion: Performance Appraisal System

A company of 15 employees has recently decided to overhaul its performance appraisal system.

- Based on the assigned reading, which plan would be most appropriate for the company to adopt? Why?

Respond to at least two of your peers' comments.

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2-1 Discussion: Performance Appraisal System

Tyanna Scott posted Nov 3, 2020 3:19 PM  [Subscribe](#)

Out of the four different systems I was torn between the behavioral system or the trait system but I think for this company I would choose to use the behavioral appraisal system. This system allows the supervisor to look at an employee's actions and not their own inherited traits. The behavioral system scores an employee on their performance on specific duties or relations with other people and compares them to the job descriptions. This system helps supervisor coach employees in ways of improvement and recognition. To me this appraisal system helps break down what characteristics a certain role is required to have and where the employee falls or excels in those categories and how they may be up for a increase, promotion or coaching.

References

Burch,J. (2018)Behavior vs. Trait Appraisal

URL Retrieval: <https://yourbusiness.azcentral.com/behavior-vs-trait-appraisal-6359.html>

Martocchio,J (2015)Strategic Compensation: A Human Resource Management Approach

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Last post **2 hours ago** by
Rosemary Sladky

Performance Appraisal System

Kelly Gallant posted Nov 2, 2020 12:02 PM [★ Subscribe](#)

The four types of performance appraisal are trait, comparison, behavioral and goal-oriented. The plan that I believe would be best for this company is goal oriented. With goal-oriented appraisals supervisors and employees work together to determine objectives and goals to be met. Then employees' asses how well they did in achieving these objectives and goals (Martocchio, J. J. (2015). The goal-oriented appraisal type suggests to me to be the fairest and most logical. It advocates for teamwork and affective communication. As the supervisors and employees need to work together to come up with successful objectives and goals. Goal-oriented appraisals can be time consuming but with it being a small company I don't see this as being a problem. Sometimes time consuming is the right way to go to get the job done right the first time.

References

Martocchio, J. J. (2015). Strategic compensation: A human resource management approach. Upper Saddle River, NJ: Pearson Education.

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Last post **2 hours ago** by
Rosemary Sladky

Goal Oriented Systems

Rosemary Sladky posted Nov 3, 2020 7:42 PM [☆ Subscribe](#)

The most ideal performance appraisal system for a staff of 15 would generally depend on the business or industry the company identified with. For example a small company in a manufacturing or service industry might not find the same performance appraisal system to be as effective as a company in a financial or professional industry. Generally speaking, I think an ideal performance appraisal system would be a goal oriented system such as Management by Objectives. This technique is typically successful as it engages both supervisors and employees in the process of determining objectives during the rating period (Martocchio 2015). After the period has passed, employees then appraise how well they have achieved their objectives through written report explaining their progress and the supervisor appraises their performance based on accomplishment of the agreed upon objectives. Benefits to this system include effect communication between supervisors and employees, increased autonomy for employee and a greater connection between personal performance and compensation. However there are some drawbacks to this and any appraisal system. This particular appraisal system can be time consuming and requires a constant flow of information between affected parties. It would be difficult to implement this system in a large manufacturing company. Since this company has a staff of 15, it may be feasible to implement the management by objectives system and motivate and engage employees to achieve higher levels of productivity.

References

Martocchio, Joseph.J. (2015) Strategic Compensation, A human resources management approach. (pp64-65)

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Maureen Hascher

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