



# SNS College of Technology

Coimbatore - 35



**19BAT610- Human Resources Management**

**Unit IV- PERFORMANCE EVALUATION**

**Topic...Guess...???**

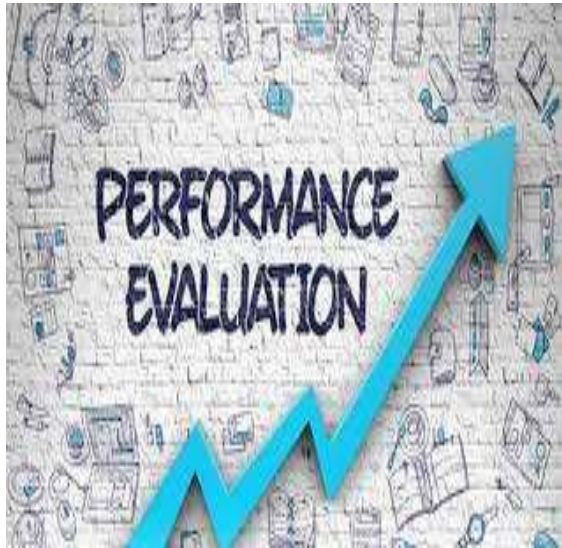


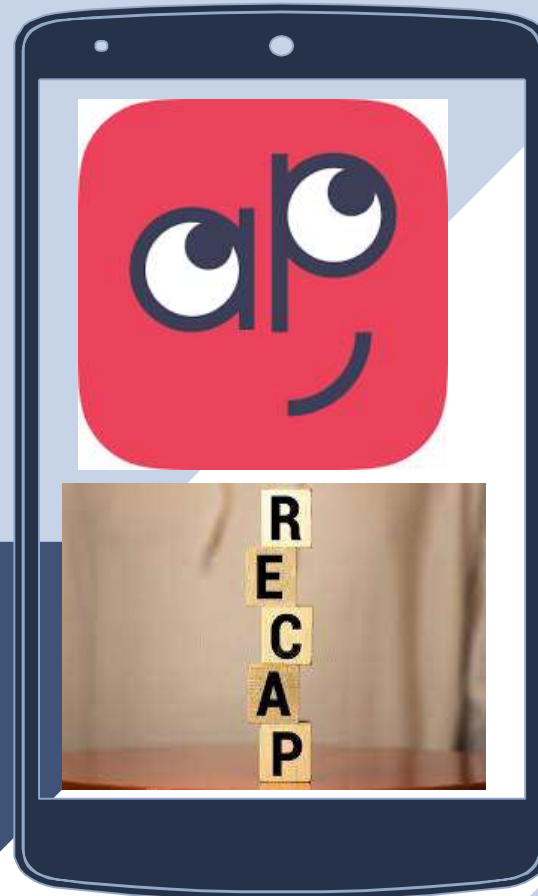
**Presented by**  
**Dr.S.Senthil kumar**  
**Assistant Professor**





# What is sparking in your mind...?





# RECAP



# Performance Appraisal

- Performance Evaluation is defined as a formal and productive procedure to measure an employee's work and results based on their job responsibilities.





# Objective of PA

Provide Feedback

Downsize or Right-Size

Promote The Right Person

Set Goals & Measure Goals

Improve Work Performance

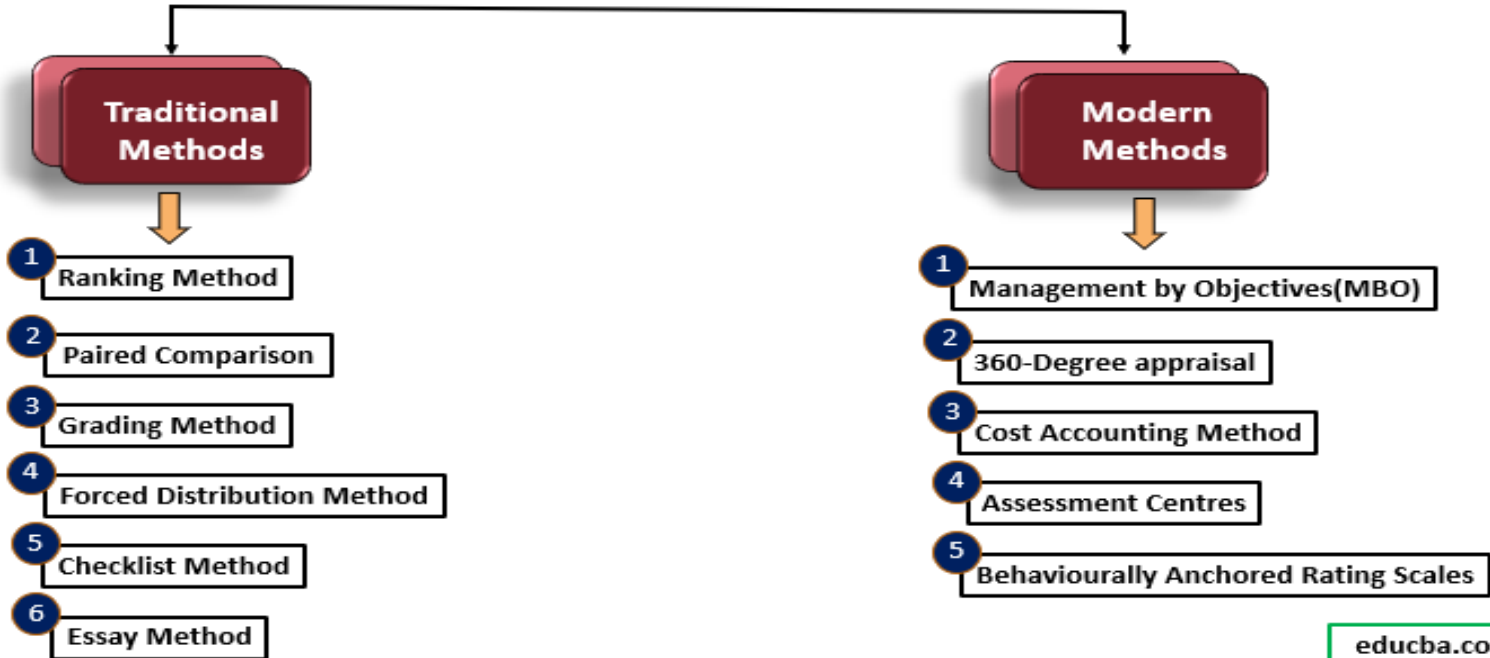
Determine Compensation Changes

Encourage Coaching & Mentoring



# Types of PA

## Performance Appraisal Methods





# Process OF PA

**Performance Standards**

**Set Up Measurable Goals**

**Communicate About Performance**

**Measure Actual Performance**

**Discuss Appraisal With Employee**

**Corrective Actions**

**Feedback**



# Characteristics of PA

- Clear Objective
- Well Defined Performance Criteria
- Accuracy & Reliability in Results
- Post Appraisal Interview
- Time Saving
- Continuous Feedback
- Focusing and Match the Goals







# Important of Recruitment

## Benefits of Performance Appraisal



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# Assessment



The Job enlargement changes the jobs to include more and/or different tasks

True or False





# Summary

Performance Appraisal  
Objective of PA  
Types of PA  
Process of PA  
Characteristics of PA  
Benefits of PA

SUMMARY





# Reference

- <https://www.educba.com/performance-appraisal-methods//>
- <https://www.toppr.com/guides/business-management-and-entrepreneurship/human-resource-management/performance-appraisal/>
- <https://hr.unl.edu/er/performance-management/>





# Reach Us



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*Thank  
you*