

Performance Appraisal Assignment

Due: Midnight **Sunday** of **Unit 6**.

Performance Appraisal Assignment Instructions:

Analyze the following article:

3 Ways Performance Reviews Are Getting Revamped -- For the Better, by
Stephanie Taylor Christiansen, September 25, 2015, Forbes Magazine

In-Text citation (Christiansen,
2015) Reference:

Christiansen, S.T. (2015). 3 Ways Performance Reviews Are Getting Revamped – For
the Better. Retrieved from [http://www.forbes.com/sites/learnvest/2015/09/25/3-ways-
performance-reviews-are-getting-revamped-for-the-better/#2135d41a69ec](http://www.forbes.com/sites/learnvest/2015/09/25/3-ways-performance-reviews-are-getting-revamped-for-the-better/#2135d41a69ec)

Answer EACH of the six (6) questions separately (include the question with each response). The paper needs in-depth research and analysis to show understanding and knowledge of the points raised by the author/s in relationship to the Performance Appraisal process.

Note: the Christiansen (2015) article, along with two to three outside academic sources, are required as references for the following questions:

1. Why was the performance appraisal first established? What was its purpose?
2. What are the problems with the Annual Review and how can it be fixed?
3. What type of Performance Review provides the best feedback? (based on academic data)
4. Link the Performance Review to Compensation. What is the connection between the Performance Appraisal and Compensation?
5. Find at least three companies from the Christiansen (2015) article and another source who use Compensation perks that drive performance. More extensive research may be needed. Use your search skills. A minimum of three companies and what compensation perks they provide their employees.
6. After you finished your research describe in your words what you feel is the best Performance Appraisal method and why?

Notes:

- Additional research is needed. Find an academic article (from the readings and resources, or valid business source such as Forbes, Fortune, Bloomberg News, New York Times, Wall Street Journal, SHRM, Harvard Business Review, etc.).
- Microsoft Word Document with APA formatting and 12 pt. fonts double spaced.
- Each question requires a minimum of three paragraphs of information cited per APA format.
- APA format requires a cover sheet, introduction, contents, and at the end of the paper a list of the references.

Cite all your sources and incorporate them in your Reference (APA format guidelines under College Success Resources)

Each question should be answered separately with a minimum of three paragraphs of sufficient data.

Important: The purpose of this assignment is to measure the student's understanding of the lessons learned via class lectures, supporting documentations within the Units and outside research. Cutting and pasting from a resource are not allowed. You need to research a topic for full understanding and then present the information in your words. All paraphrased (reworded) information needs to be cited in accord with APA guidelines. Safe Assign is used to prevent plagiarism. The APA format gives students' the tool to correctly identify sources.

[Performance Management and Appraisals](#) – the attached is just one of the many references to help you understand the purposes of Performance Appraisals.

Please see the following page for the grading rubric.

Students: Be sure to read the criteria, by which your appraisal will be evaluated, before you write, and again after you write.

Evaluation Rubric for *PERFORMANCE APPRAISAL* Assignment

	Excellent 20 - 18 points	Very Good 17.9 - 16 points	Average 15.9 - 14 points	Needs Improvement 13.9 - 0 points
<i>Content 20 Points</i>	The topic addresses the assignment. Research and analysis are substantive and well-formulated	The paper is clear and addressed the assignment. Research and Analysis are clear	The assignment is clearly stated, but the body is not well-formulated. More research and analysis required	The topic is not Researched, analyzed or well-formulated
<i>Supporting Information 20 points</i>	Supporting ACADEMIC information and detail are used effectively to support the topic	Supporting information and details are explained sufficiently	There is some supporting detail, not enough to support argument	There is a lack of supporting information and detail
<i>Organization 20 points</i>	The organization is particularly well-suited to the assignment topic	The organization is appropriate to the assignment topic	There is evidence of some organization but is not consistent throughout the paper	The organization selected does not fit the context, or is a poor selection given the context
<i>Preparation and Ongoing Development 20 points</i>	The paper demonstrates that there was thorough preparation. The paper was well-designed and executed	Paper demonstrates that there was sufficient preparation for adequate delivery	There is some evidence of preparation but more insight needed	The paper demonstrates a lack of preparation.
	Excellent 10 - 9 points	Very Good 8.9 - 8 points	Average 7.9 - 7 points	Needs Improvement 6.9 - 0 points
<i>Grammar 10 points</i>	The assignment exhibits skilled use of grammatical elements	Assignment meets basic requirements of college- level writing	There is some evidence of college-level writing but needs work	Assignment is not appropriate to college-level
<i>References 10 points</i>	Work displays skilled use of APA in- text citations and references	Work includes in-text citations and references, but there are problems with the proper APA method	There are some references/citations but no precise method	Work displays Few or no in-text citations or references. Lack of APA format