IMPORTANCE OF PERFORMANCE APPRAISAL

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In every establishment, a performance appraisal is a very important process to review the capacity of each employee which determines if they are fit enough to their assigned position. Because we all know that change is the only constant and humans are susceptible to change.

People as employees has changing abilities, skills, beliefs and needs throughout their career life and it poses the need to regularly and continuously monitor them. For this, among other functions of human resource management, Performance Appraisals must be prioritized. This is so because through evaluations, the manager will be able to determine the current performance level of his employees. This will help him point out the employee’s strengths and weaknesses and also recognize what skills are lacking, need to be learned or improved upon. It can also be viewed as a communication channel since it will serve as an effective way for the manager to be updated on the employee’s progress and accomplishments. Moreover, it is somehow a positive reinforcement to employees because if they are aware of the regular evaluations, there is a tendency for them to be more motivated and committed specially if efforts are being acknowledged.

Lastly, performance appraisal as a function can help address the issues that cannot be foreseen by other functions. For instance, the changing personality of employees cannot be determined in advance even though there is an extensive recruitment and selection process. Likewise, the performance appraisal’s result may also be used in the advancement stage. Every stage has their respective integral roles. However, in my opinion, since human resource is the most difficult to manage, it is significant to be well informed about their achievements, contentment and commitment.
References: