PERFORMANCE APPRAISAL: A SIGNIFICANT FUNCTION OF HUMAN RESOURCE MANAGEMENT

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Change is 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 appraisal is indeed significant and must be prioritized.

Performance appraisal is the systematic, periodic and an impartial rating of an employee’s excellence in matters pertaining to his present job and his potential for a better job (Edward B. Flippo, 1984). Moreover, Performance Appraisal includes all formal procedures used to evaluate personalities and contributions and potential of group members in a working organization. With this, it can be implied that it represents a wide scope since it is about the review and evaluation of human resource performance and capabilities which may possibly contribute a huge help in assessing their needs.

Through evaluations, the manager of an organization 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. There may be also presence of communication gap between the manager and employees, especially when they are new to the company. In line with this, performance appraisal can 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.
Performance appraisal also poses direct effect with respect to motivation of employees. 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. It associates information gathering and decision making process which offers the basis for determining for HR functions such as recruitment, selection, training and development and compensation (Chandramohan, 2006, p. 138).

The changing personality of employees cannot be determined in advance even though there is an extensive recruitment and selection process. To address this concern, performance appraisal will help the organization to differentiate which employees are more valuable to company, conveying information for decision making, career development, to help the company growing (Kirner 2006, pp.1). Every stage of human resource management has their respective integral roles. However, since human resource is uncontrollable and seemed to be the most difficult to manage, it is therefore significant to be well informed about their achievements, contentment and commitment.

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