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Question: Identification (10 points) Instruction: Identify the performance m...



Identification (10 points)

Instruction: Identify the performance method described in each item (5 items x 2 points).

1. Alex is Mary's supervisor. His evaluation form for Mary is shown below:

	Poor	Good	Excellent
Quantity of work			✓
Quality of work			✓
Initiative			✓
Cooperation/Relations			✓
Dependability			✓
Punctuality			✓
Communication Skills		✓	

2. Cynthia's evaluation form for Jonathan is shown below:

Does it show discipline?	✓ Yes	○ No
Maintains good relationships with colleagues?	✓ Yes	○ No
Is interested in their job?	✓ Yes	○ No
Keeps committing mistakes?	○ Yes	✓ No

3. Harold's evaluation form is shown below:

Performance Dimension	Subordinate	Peers	Superior	Customer
Leadership	^			^
Communication	^	^	^	^
Interpersonal	^	^		^
Decision-making	^	^	^	
Technical	^	^	^	^

4. John's evaluation form for one of his subordinates is shown below:

Outstanding	5 ←	Used positive phrases to explain product
	4 ←	Offered additional pertinent information when asked questions by customer
Satisfactory	3 ←	Referred customer to another product when requested item was not available
	2 ←	Discourages customer from waiting for an out-of-stock item
Unsatisfactory	1 ←	Argued with customer about suitability of requested product

5. Part of Jordan Brown's (Project Manager) evaluation report from Guzman Holdings, Inc is shown below:

Project Manager	Met	Did not meet
GHI project completed on time	✓	
GHI project completed on budget	✓	
360 review team scores of 3 or higher	✓	

Short Answer (5 items x 3 points)

Instruction: In no more than three (3) sentences, give at least one (1) advantage and one (1) disadvantage of each appraisal method mentioned above. Explain why it is advantageous or disadvantageous for an organization to use. (5 items x 3 points)

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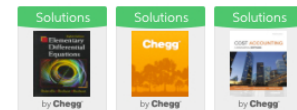
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1. Mary is focussing on **Behavior-Focused Performance Appraisal**.

This evaluation type is pertinent where sets of responsibilities are ordinarily very much characterized and workers are needed to convey according to expected assistance levels. Suitable where job descriptions are very well defined and employees are required to deliver as per desired service levels.

Benefits:- With depictions of different conduct appropriately characterized for a particular exhibition angle, directors can be more precise as far as their evaluation as opposed to in a totally abstract and conventional rating framework approach.

Impediments:- Examination has shown that this rating framework isn't without the inconveniences of the regular evaluation types

2. Cynthia's evaluation is based on **Checklist Method**.

This kind of execution examination has Yes/No inquiries for appraisers with questions relating to the worker's work and conduct. Each question has weightage dependent on the need of the perspective being evaluated. There are no appraising scales to be utilized by the Supervisor. Suitable in simple structure with few job roles

Benefits:- It unquestionably facilitates the weight on the appraiser to rate or review dependent on a scale. The appraiser can rather zero in on the inquiry and the connected quality to be assessed for the worker. In this manner, appraiser predisposition or human blunders might be diminished.

Weaknesses:- In the event that there are countless occupation parts in an association, making surveys explicit to every job, characterizing the scoring rules, keeping up consistency in scoring to guarantee practically identical scores across work jobs, and so forth become a serious monotonous arranging and operational overhead.

3. Harold's Evaluation is based on **360-degree method**.

This sort of performance evaluation includes contributions from seniors, associates, youngsters and furthermore, clients and accomplices. It is utilized to evaluate a representative's capabilities, inclination and conduct. Suitable to identify training needs.

Benefits:- Since this kind of evaluation gathers contributions from all key work partners of a worker, the precision of the criticism is expectedly higher contrasted with other performance examination types.

Weaknesses:- The strategy is as yet an abstract appraisal and open to the dangers of inclination dependent on close to home compatibility, recency or rivalry.

4. John has used **Grading Method**.

This sort of execution evaluation has explicit evaluations characterized with attributes that should be shown for a representative to be dispensed that grade. Suitable in Government or semi Government organization.

Benefits: With clear definitions for each evaluation, the Supervisor is given sufficient direction to have the option to review a worker wisely.

Weakness: The evaluator may rate most workers high.

5. Jordan Brown's evaluation report is based on **General Performance Method**

This kind of performance appraisal depends on steady correspondence among representative and director, directly through the audit period. Eventually, the genuine performance is followed against the objectives that were set, criticism is traded and objectives for the following meeting are set. Suitable in close or small teams, where employee and manager works closely.

Benefits:- Since correspondence is at the premise of this appraisal, it brings about viable performance conversations among representative and director directly during that time with no opportunity for misconception or assumptions bungle.

Impediments:- This might be overpowering for the Manager on the off chance that he/she is liable for a huge group of individuals.

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Up next for you in Operations Management

Instructions: please include citation Why is it important to select the right project before you begin working? Discuss the problems of not selecting the right project.

[See answer](#)

1. Why is it important to do a thorough and detailed job of needs identification?2. [10 points] Describe a situation in your life in which you performed needs identification.

[See answer](#)

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