

Example of an appraisal scheme for manual employees

Name

Job title

Department

Length of time in post Date of appraisal __/__/__

1. Job description (to be agreed with the employee)

.....

2. Assessment of performance (tick as appropriate)

Supervisor's Comments	A Well ahead of standard	B More than satisfactory – slightly above job requirements	C Less than satisfactory – needs slight improvement	D Unsatisfactory – below the standard reasonably expected
Volume of work How does the amount of work done compare with the job requirements?	<input type="checkbox"/> Exceptionally high output	<input type="checkbox"/> Output is usually above average	<input type="checkbox"/> Output is occasionally unsatisfactory	<input type="checkbox"/> Insufficient – improvement needed
Job knowledge Does the employee have the knowledge to do the job properly?	<input type="checkbox"/> Exceptionally thorough knowledge of own and related work	<input type="checkbox"/> Good knowledge of own job and related work aspect	<input type="checkbox"/> Lack of job knowledge sometimes hinders progress	<input type="checkbox"/> Inadequate knowledge of own work
Safety awareness Consider in regard to safe working practices	<input type="checkbox"/> Highly motivated towards safety. Always insists on safe working practices	<input type="checkbox"/> A good attitude to safety and encourages others likewise	<input type="checkbox"/> Sometimes has to be reminded of safety precautions at work	<input type="checkbox"/> Disregards basic safety precautions

Manual Performance Appraisal

National Finance Center (U.S.)



Manual Performance Appraisal:

Performance Appraisal Manual for Managers and Supervisors William S. Hubbartt,1992 *Employee Performance Appraisal Manual, San Antonio, Texas International City Management Association,1984** A Self-instructional Manual On--HUD/AFGE Bargaining Unit Employee Performance Appraisal System ,1983 *Employee Performance Appraisal Manual* San Antonio (Tex.),1988 **Performance Management and Appraisal** G. Edward Evans,2004 CD ROM contains performance appraisal forms in Word and Adobe Acrobat format **PACE Manual** Colorado. Department of Personnel,1989 Payroll/personnel Processing Manual National Finance Center (U.S.),1985 An Assessment Manual for Medical Groups Courtney H. Price,Darrell L. Schryver,Alys Novak,Medical Group Management Association,2002 Determine what s working in your practice and eliminate what isn t This edition shows you how to gather crucial information about your practice by listing the pertinent questions in all areas The results will help you decide which management areas to strenghten Tables and questions address external and internal environments financial management human resource management information systems operations management planning and marketing and quality improvement

Performance Appraisal System Hawaii. Department of Human Resources Development,1996 **Performance Appraisal Best Practices** Steven M Bragg,2025-05-22 Managers need to provide fair and accurate performance appraisals to their employees but the result is sometimes muddled and stressful The Performance Appraisal Best Practices manual provides guidance by describing every step in the appraisal process including preparatory work by the manager and employee the performance discussion and how to handle the more difficult topics The manual also addresses the performance appraisal review form and the development plan as well as the different types of performance review models and the situations in which they are most applicable In addition it describes how to mitigate some negative aspects of the process In short the manual can be used to create a more effective and less stressful performance evaluation process

Staff Performance Appraisal and Development Manual North Carolina State University. Division of Personnel Services,1979 **Employee Performance Appraisal System (EPAS)** Arizona. Department of Administration. Personnel Division,1987 **Factor/anchored Performance Appraisal System** Colorado. Department of Personnel,1983

Performance Appraisal Design Manual Ferdinand F. Fournies,1983 **Supervisor's Guide to Performance Appraisal** Colorado. Department of Personnel,1981 *Performance Analysis and Appraisal* Robert D. Stueart,Maureen Sullivan,1991 Supervisors at all levels need practical advice and specific approaches on how to evaluate staff This manual provides background principles and proven guidelines for describing positions and evaluating individuals occupying them Specific examples and step by step approaches to job descripton job analysis and performance appraisal should enable supervisors to write job enrichment specifications of an individual employee s job related strengths and weaknesses Forms and checklists are also included **Employee Appraisal System** Minnesota. Department of Personnel,1974 **Performance Appraisal**

Manual Nova Scotia. Civil Service Commission. Human Resource Development,1983 **Payroll/personnel Processing**
Manual: Training, Performance Appraisal, Within-Grade Increases, Cash Awards National Finance Center
(U.S.),1985 *Manual on the Executive Performance Appraisal System* Research Hospital and Medical Center (Kansas City,
Mo.),1970

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