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**1. How far do you agree with the management that performance appraisal should be discontinued?**

I disagree with the management, although it may cause a friction with the workforce, but still an effective tool to evaluate how the worker performs the work. Instead of discontinuing, I think the optimal decision that they have to continue the performance appraisal, but they need to change and make some adjustments to some criteria of the appraisal. Performance appraisals can serve as an effective tool for improving employees performance and productivity as well as determining the needs of employee development. Performance appraisals can serve also as a motivational tool for the employees. The company may offer a bonus or other additional benefits to employees who are able to improve their performance appraisals from one period to the next period. It is important to offer opportunities for improvement, such as training programs, mentorship program or classes regarding the desiring of the employees to improve their performance appraisals. The officer thought that performance appraisal can represent a serious hazard but in my opinion, if the performance appraisal implemented properly, it can raise the employees self-esteem and deepen the relationship between supervisors and employees. Also, a performance appraisal allows managers to provide the employees positive feedback as well as finding areas for improvement, and put the primary of the work for a development plan so employees can improve their skills. Using of performance appraisal will allow the management oversight over the whole process and manage all the criteria of the appraisal better as well as it allow the workforce to be evaluated on a larger scale of opportunities.

**2. If you were the HR manager, how would you tackle the situation?**

As an HR manager, I will conduct a meeting to explain and discuss with the employees the system of the performance appraisal and each method used. I will make them understand each method of the performance appraisal, what the values that it is holds and why each criteria is selected, and how it can benefit and develop both the supervisors and the employees as well and the affect the whole company performance even in the market. Let the employees know that the company performance appraisal set in a way that help to achieve the company goals. Although, as the performance appraisal can benefit the company as a whole, it can have a drawback that may lead to employee dissatisfaction and become a dangerous source of friction and its hazards outweigh its values. So, In the meeting I will let the employee that are not joyful with the system of performance appraisal talk not only listen and involve them in the discussion, let them express their viewpoint regarding the performance appraisal methods as they are a main part of it that includes the pros and cons, all of that can help us to determine what the type of adjustment can be made on the system of performance appraisal, what should we eliminate, and what should we keeping in the process of performance appraisal. At this time, we should take care and put a limit and borders while the discussion, as creating a complet demand may become a problem and strain the relationship between the company and it is workforce.

**3. What modifications would you suggest in the performance appraisal system of the company?**

First, we should change all the criteria of the performance appraisal that work as an issue or an obstruction to the employer and employee, bring risk to the company and damage the satisfactory relationship with employees. Implement adjustments in it is proper place can reduce the number of negative aspects and increase the positive aspects of the workforce. Instead of downfall the entire system or establish a completely new system we can make adjustments based on the positive aspects of the workforce management process. Regarding this case, In my opinion community activity should be eliminated from the performance appraisal system, It is not appropriate to evaluate the performance on thing that is not related to the job. Evaluate the performance of the employee on thing that is not related to the job will affect the satisfaction of the employee and it will not be able to achieve its goals and that influence on the goodwill of the company, as a company without employees will not operate. Also, one of the important modification of the performance appraisal system is to inform and let employees know about which criteria the include, it is not appropriate to establish the system without engaging the employees in the process that can present inaccurate assessment and dissatisfaction of the employees. The management should take a corrective action with dissatisfied employees rather than discontinued, immediate corrective action from supervisors can make the employees more satisfied and loyal to the company, they will feel like the company concerned about their requirement and well responsive to them that at the end will return in a profit to the company as they will achieve their objectives.

Reference

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