

RESEARECH PRESENTATION ON :
**PROBLEMS OF EMPLOYEE PERFORMANCE
EVALUATION AND ITS IMPACTS ON MORAL
AND SATISFACTION OF EMPLOYEES**

BY:SULTAN HUSSEIN.

TOPICS TO BE PRESENTED

- Background of the study
- Statement of the problem
- Objective of the study
- Methodology
- Conclusion
- Recommendation

Background of the Study

- Performance evaluation is one of the human resource management activities.
- Performance evaluation is help to determine the extent to which an employee is performing the job effectively or the process of determining and communicating to an employee how he/she is performing on the job and ideally establishing a plan of improvement. (Lloyd L. Byars and Leslie W. Rue, 1997).

Cont...

- While evaluating employees performance, many organization in our country, Face various problems (errors) like lenience, central tendency, recency, halo effect, perceptual differences and biasness. These problem, limit the full purpose of performance evaluation

Statement of the Problem

The study tried to answer the following questions

- 1 What are the performance evaluation techniques of the organization?
- 2 What are the importance of performance evaluation for both the employees and the organization?
- 3 What are the draw backs (problems) of performance evaluation?
- 4 What are evaluation standards used to evaluate the employees performance?
- 5 What should the organization do to solve problem related to performance evaluation?

Objective of the Study

GENERAL OBJECTIVE

- The general objective of this study is to assess problem of employees performance evaluation and its impacts on morale and satisfaction of employees.

Cont...

Specific objectives

- To identify what techniques are used to evaluate employees and to prove the criteria or standards used
- To investigate what roles (function) performance evaluation play for employee and the organization.
- To find out the drawbacks of performance evaluation
- To identify the evaluation standard used to evaluate the employees performance
- To identify how the organization solve the problem related to performance evaluation

METHODOLOGY

Source and types of Data

- Primary - manager and permanent employees
- secondary data- documents, books, brow, diaries internets etc.

Method of data collection- questionnaire and interview

Sampling technique- stratified sampling techniques

Population and sample size-

- target population:321 - sample taken 106 (33%)

Method of data analysis - descriptive method of data analysis

Method of data presentation- percentage, pie - chart, bar graph and table

Results of the study

- Generally the implementation of employee performance evaluation in a proper manner has a valuable effect on the overall organizational objectives as well as on employees day to day activities performed in the organization. Nazareth Garment Share Company conducts performance evaluation semi-annually by their immediate supervisors.

CONT...

- The company mostly uses graphic rating scale technique of performance evaluation which uses the standard of the evaluation like punctuality and completeness on time skill, knowledge and quality of work.
- There are problems in evaluating employee which comes from poor evaluations standards and techniques. The matter is the skill and ability of evaluators on how to evaluate employees and rate results. So...

CONT...

- The major problem of employee performance evaluation in the company were subjectivity and biasness. So...
- The evaluators are not well trained on how to evaluate and rate performance evaluation of their employees. So...

Cont...

Evaluator, of the organization is not informing the techniques and standards of performance evaluation used to evaluate the subordinates through which they are being evaluated. So...

performance evaluation mainly have importance to helps the organization these are

- Designing training and development programs
- Improving working performance
- Identifying good and poor performance
- Strength superior – subordinate relationships
- Fix salary of employees.



Recommendation

- 1 The organization should have to establish clear and precise performance standards for each and every position according to the job description given to each employee and the criteria for evaluation as well as the evaluation should be based on objective evaluation format rather than using subjective evaluation which can be a solution to avoid performance evaluation problems.

Cont...

- 2 The organization should have to evaluate its employees through a committee of supervisors rather than a single immediate supervisor of employees. This approach has the advantage of offsetting bias and subjectivity on the part of one supervisor and adding additional information to the evaluation especially if it follows, meeting format.

Cont...

- 3 Evaluators of the organization should have to take a training program concerning about employee performance evaluation on how to evaluate and interpret the result and purpose of performance evaluation.

Cont...

- 4 Evaluators of the organization should also inform the techniques and standards of performance evaluation used to their subordinates through which they are being evaluated. This helps employees to know in what situations they are expected to perform well so that it will be important to the organization in achieving its objectives and also it is important to employee in giving positive rewards as well as moral satisfaction due to good performance feedback/result



Question??

Comments

??

Suggestio

n??



Congratulations

may, 2011
Jimma, Ethiopia