

**PERFORMANCE APPRAISAL MANUAL -
WHAT TO DO AND HOW TO COMPLETE THE
PERFORMANCE APPRAISAL FORM**

(A) WHAT TO DO

Step 1: Set Goals / Weightage / Difficulty for each staff on Page 3 of the PA Form

Step 2: Set Desired Competencies (Behaviour) / Current Level / Targeted Level for each staff on Page 5 of the PA Form

Step 3: Communicate the set goals and competencies to staff

Step 4: Review the achievement of the set goals and competencies with staff

Step 5: Get employee to fill up the employee's section on Page 4 and 6 of the PA Form against the set goals and competencies on Page 3 and 5.

Step 6: Get employee to fill up Page 7 & 8 of PA Form

Step 7: Get the form back from employee and supervisor review and complete the form on Page 4,6,7,8 under the column "Supervisor's Comments & Observations"

Step 8: Supervisor to rate the Employee Goal Achievement Assessment on Page 9 against the set goals listed on Page 3

Step 9: Supervisor to rate the Individual Competency Assessment Score on Page 11 of the PA Form against the set desired competencies (behaviour) listed on Page 5

Step 10: Complete the form on Page 12 of the PA Form.

Step 11: Appraising Supervisor and Employee sign on the form

Step 12: Pass form to Divisional Manager to sign and for him/her to key in the data into the Excel Spreadsheet.

FOR MANAGERS ONLY

Step 13: Key in the data done by supervisor on Page 9 and Page 11 into the spreadsheet to calculate the total scoring for each staff

Step 14: Forward all duly completed PA Forms to HR and email the spreadsheet to HR.

Performance Appraisal Manual

Terry C. Jones



Performance Appraisal Manual:

This book delves into Performance Appraisal Manual. Performance Appraisal Manual is an essential topic that must be grasped by everyone, from students and scholars to the general public. The book will furnish comprehensive and in-depth insights into Performance Appraisal Manual, encompassing both the fundamentals and more intricate discussions.

1. This book is structured into several chapters, namely:
 - Chapter 1: Introduction to Performance Appraisal Manual
 - Chapter 2: Essential Elements of Performance Appraisal Manual
 - Chapter 3: Performance Appraisal Manual in Everyday Life
 - Chapter 4: Performance Appraisal Manual in Specific Contexts
 - Chapter 5: Conclusion
2. In chapter 1, this book will provide an overview of Performance Appraisal Manual. This chapter will explore what Performance Appraisal Manual is, why Performance Appraisal Manual is vital, and how to effectively learn about Performance Appraisal Manual.
3. In chapter 2, the author will delve into the foundational concepts of Performance Appraisal Manual. The second chapter will elucidate the essential principles that need to be understood to grasp Performance Appraisal Manual in its entirety.
4. In chapter 3, the author will examine the practical applications of Performance Appraisal Manual in daily life. This chapter will showcase real-world examples of how Performance Appraisal Manual can be effectively utilized in everyday scenarios.
5. In chapter 4, this book will scrutinize the relevance of Performance Appraisal Manual in specific contexts. This chapter will explore how Performance Appraisal Manual is applied in specialized fields, such as education, business, and technology.
6. In chapter 5, this book will draw a conclusion about Performance Appraisal Manual. The final chapter will summarize the key points that have been discussed throughout the book.

The book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Performance Appraisal Manual.

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