

2020

Mid Term Assessment

Performance Management

Topics:

- Definition of performance appraisal methods
- Modern trend and issues of human resources management

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with a conversation between the employee and manager; discuss where managers and employees see eye-to-eye, where they don't, and next steps.

- **Forced choice method**

In the forced choice method, the reviewer is given a number of statements that apply to the employee, and the reviewer must decide whether each statement is true or false. In other words, the reviewer is forced to make a choice.

What's missing: The forced choice method attempts to remove reviewer bias by standardizing review items, this method also removes anything other than black or white answers. This, forced choice kills any opportunity for reviewers to expand or discuss circumstantial evidence. Employee performance is not binary, and their reviews shouldn't be either.

- **Forced distribution method**

Think of this like the grading curve from back in college: Managers evaluate all employees against one another, "distributing the employees on all points on the scale." Distribution must follow expected patterns, meaning there must be average performers, a few poor performers, and even fewer high performers.

What's missing: Because managers are forced to assign a given number of employees to high, average, and poor performance categories, this method does not allow for teams that may be performing exceptionally well or exceptionally poorly. Maybe every employee on your team is a rock star – this system would force you