

PERFORMANCE APPRAISAL

Unit Structure

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6.0 OBJECTIVES

After completing this unit, you will be able to:

- Understand the concept of performance appraisal.
- State the meaning and importance of performance appraisal.
- Discuss the benefits and problems of appraisal.
- Enumerate the steps in performance appraisal process.
- Outline the objectives of performance appraisal
- Describe various appraisal methods.
- Outline few performance appraisal practices in India.

6.1 INTRODUCTION

In a casual sense, performance appraisals as old as mankind itself. In an official sense, performance appraisal of an individual began in the Wei dynasty (AD. 261-265) in China, where an Imperial Rater appraised the performance of the official family'.

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