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A REVIEW OF EMPLOYEE PERFORMANCE EVALUATION OF SELECTED STATE SECTOR ORGANIZATIONS



BY

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ABSTRACT

This study deals with a review of employee performance evaluation, which is one of the vital functions in Human Resource Management, of selected state corporations. The major purposes of the study are two fold; first, to identify and assess the performance evaluation systems being followed by the selected organizations; and second, to present ways and means, in terms of suggestions, to advance current performance evaluation systems in the organizations selected. It is expected that the outcomes of this study will mainly be significant for the organizations selected in order to improve the validity and reliability of their performance evaluation systems.

Two tentative hypotheses comprised the focal points of the research: 1. Present employee performance evaluation system is not effective. 2. Present employee performance evaluation system is not effective for the success of the organization and employee development. The case study approach tends to validate both hypotheses and the confirmation of them is almost descriptive in nature.

Finally it is suggested with specification to revise and adjust existing performance evaluation system so as to become the system effective or to discontinue the current system and initiate a new dynamic system. The work concludes with appendices in which proposed performance evaluation objectives, policies and evaluation forms which can be adapted by the organizations reviewed have been included.

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