

PERFORMANCE APPRAISAL TECHNIQUES: A COMPARATIVE STUDY

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ABSTRACT

Performance appraisal is the key process for any organization. It is the method to evaluate the efficiency of employee performance. Various techniques are available to evaluate the employee performance. In recent time organizations are adopting new techniques like 360 degree appraisal, 720 degree appraisal for better growth of employee/organization perspective. This research paper describes the comparative study of latest and old techniques used by organizations in performance appraisal process.

KEYWORDS: 360 Degree Appraisal, 720 Degree Appraisal, Management by Objective (MBO), Critical Incident Technique, Graphical Rating Scale, Essay Evaluation, Bell Curve Evaluation