

Ques. 2 Explain the performance appraisal. Explain its methods also. What are the most commonly used methods of recruiting people.

Ans

### Performance Appraisal-

A P.A. is a ~~regular~~ regular review of an employee's job performance and overall contribution to a company. Also known as an annual review, performance review or evaluation, or employee appraisal, a performance appraisal evaluates an employee's skills, achievements and growth - or lack thereof.

Methods of performance appraisal are: —

1. Self-evaluation.

2. Behavioral checklist.

3. 360-degree feedback.

4. Ratings scale.

5. Mgt by objectives.

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## Quick summary of innovative recruitment methods :-

- I Inclusive job adverts.
- II Programmatic advertising.
- III Video interviewing.
- IV Benefiting from gig economy.
- V Engaging with passive candidates.
- VI Employee referrals.
- VII Texting.
- VIII Social media.

