

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. Behavioural checklist.
- 3. 360-degree feedback.
- 4. Ratings scale.
- 5. Mgt. by objectives.

## 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.

