

A STUDY ON PERFORMANCE APPRAISAL IN EMPLOYEE PERFORMANCE ALP
CONSULTING**B. BASIMAH**

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Abstract:

Performance appraisal systems are vital mechanisms for assessing employee contributions and ensuring alignment between individual performance and organizational strategy. This study examines the evolution of appraisal practices by comparing traditional and contemporary performance evaluation approaches. Traditional systems, typically based on annual reviews, rating scales, and supervisor-driven assessments, provide structured evaluation frameworks but often encounter limitations such as subjectivity, limited feedback frequency, and minimal focus on employee development. In contrast, modern performance appraisal methods—including 360-degree feedback, Management by Objectives (MBO), and continuous performance management—emphasize real-time feedback, participative goal setting, developmental support, and technology-enabled monitoring. The research analyzes the relative effectiveness, strengths, and constraints of both approaches in promoting productivity, motivation, and organizational effectiveness. Findings indicate that while traditional appraisal systems may remain suitable in stable and highly hierarchical environments, modern systems are more adaptable to dynamic organizational contexts that require agility, engagement, and continuous improvement.

Keywords: Performance Appraisal¹, Traditional Evaluation², Modern Performance Management³, Employee Development⁴, Continuous Feedback⁴, Organizational Performance⁵.