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2014 PERFORMANCE MANAGEMENT SURVEY

Over 1,480 HR professionals told us about their organization's performance appraisal process. Here are some of the most interesting things we learned.

92%
of organizations
conduct performance
appraisals

How often does your organization conduct performance evaluations for employees?

Annually
73%

6 Months
13%

Performance Evaluation Report Card

A (Excellent)	2%
B (Above Average)	22%
C (Average)	51%
D (Below Average)	23%
F (Terrible)	2%

76% of respondents rated their company's performance review process as average or below

10 Sins of Performance Appraisal

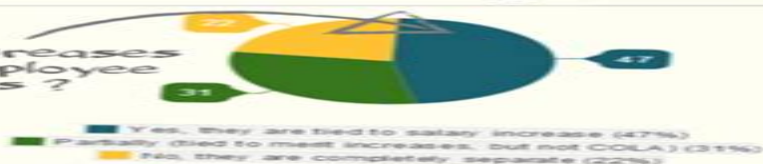
In our '10 Sins of Performance Appraisal' video series, we identify—and portray—the 10 most common sins that managers and supervisors make when conducting employee performance reviews.

<http://ow.ly/yHFKS>



Performance & Pay Raises

Are salary increases linked with employee evaluations?



What is HR's role in the evaluation process?

HR's responsibility for the performance appraisal process varies; here are the most common:

60%
informal coaching for evaluators

57%
filing the paperwork

55%
reviewing all evaluations

51%
formal training for evaluators

5 tips for a meaningful performance appraisal process

If you're going to invest in performance reviews, then it is only sensible to use the time and resources necessary to make them worthwhile. In this article, BLR Legal Editor Holly Jones, JD, our in-house expert on performance appraisals, provides 5 tips that can set a firm foundation for most evaluation systems.

<http://ow.ly/yE1YI>

Get the full survey results at
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Blr Encyclopedia Of Performance Appraisal

Stephen D. Bruce



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Table of Contents Blr Encyclopedia Of Performance Appraisal

1. Understanding the eBook Blr Encyclopedia Of Performance Appraisal
 - The Rise of Digital Reading Blr Encyclopedia Of Performance Appraisal
 - Advantages of eBooks Over Traditional Books
2. Identifying Blr Encyclopedia Of Performance Appraisal
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Blr Encyclopedia Of Performance Appraisal
 - User-Friendly Interface
4. Exploring eBook Recommendations from Blr Encyclopedia Of Performance Appraisal
 - Personalized Recommendations

- Blr Encyclopedia Of Performance Appraisal User Reviews and Ratings
- Blr Encyclopedia Of Performance Appraisal and Bestseller Lists
- 5. Accessing Blr Encyclopedia Of Performance Appraisal Free and Paid eBooks
 - Blr Encyclopedia Of Performance Appraisal Public Domain eBooks
 - Blr Encyclopedia Of Performance Appraisal eBook Subscription Services
 - Blr Encyclopedia Of Performance Appraisal Budget-Friendly Options
- 6. Navigating Blr Encyclopedia Of Performance Appraisal eBook Formats
 - ePub, PDF, MOBI, and More
 - Blr Encyclopedia Of Performance Appraisal Compatibility with Devices
 - Blr Encyclopedia Of Performance Appraisal Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Blr Encyclopedia Of Performance Appraisal
 - Highlighting and Note-Taking Blr Encyclopedia Of Performance Appraisal
 - Interactive Elements Blr Encyclopedia Of Performance Appraisal
- 8. Staying Engaged with Blr Encyclopedia Of Performance Appraisal
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Blr Encyclopedia Of Performance Appraisal
- 9. Balancing eBooks and Physical Books Blr Encyclopedia Of Performance Appraisal
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Blr Encyclopedia Of Performance Appraisal
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Blr Encyclopedia Of Performance Appraisal
 - Setting Reading Goals Blr Encyclopedia Of Performance Appraisal
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Blr Encyclopedia Of Performance Appraisal
 - Fact-Checking eBook Content of Blr Encyclopedia Of Performance Appraisal

- Distinguishing Credible Sources

13. Promoting Lifelong Learning

- Utilizing eBooks for Skill Development
- Exploring Educational eBooks

14. Embracing eBook Trends

- Integration of Multimedia Elements
- Interactive and Gamified eBooks

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