

# 24 Lecture - MGT111

## Important Subjective

- 1. What is the purpose of a performance appraisal?**  
Answer: The purpose of a performance appraisal is to evaluate an employee's job performance, provide feedback on areas of strength and improvement, and identify training needs.
- 2. What are some common methods of performance appraisal?**  
Answer: Common methods of performance appraisal include graphic rating scales, behaviorally anchored rating scales, 360-degree feedback, and management by objectives.
- 3. What is a potential disadvantage of using a graphic rating scale in a performance appraisal?**  
Answer: A potential disadvantage of using a graphic rating scale is that it can be subjective and lack specificity.
- 4. How often should performance appraisals be conducted?**  
Answer: Performance appraisals are typically conducted annually or bi-annually.
- 5. What is a potential consequence of a poorly conducted performance appraisal?**  
Answer: A potential consequence of a poorly conducted performance appraisal is decreased trust in the organization.
- 6. How can performance appraisals benefit an organization?**  
Answer: Performance appraisals can benefit an organization by identifying areas for improvement, providing feedback to employees, and identifying training needs.
- 7. What is a potential advantage of using a behaviorally anchored rating scale in a performance appraisal?**  
Answer: A potential advantage of using a behaviorally anchored rating scale is that it provides specific examples of job behaviors.
- 8. What is a potential drawback of using a trait-based appraisal in a performance appraisal?**  
Answer: A potential drawback of using a trait-based appraisal is that it focuses on an employee's personal characteristics, which may not be relevant to job performance.
- 9. What is a potential consequence of using a biased performance appraisal?**  
Answer: A potential consequence of using a biased performance appraisal is decreased employee morale and job satisfaction.
- 10. How can performance appraisals be used for employee development?**  
Answer: Performance appraisals can be used for employee development by identifying training needs and opportunities for career growth.