Good Performance

Poor Performance

Quality of Work

Accurate, neat, attentive to detail, consistent, thorough, high standards, follows procedures.

Dependability

Consistent attendance, punctuality, reliability, follows regulations completely.

Communication

Adept at oral and written communication, shares information with peers and supervisors, handles internal and external communications.

Internal/External Relationships

Agreeable constructive, flexible, helps without begin asked, handles customers/vendors/outsiders, seeks and maintains good relationships, expedites orders and projects.

Judgment.

Tactful, displays sensitivity common sense, maintains confidentially, makes sound decisions, sizes up situations, take appropriate actions.

Organizational Abilities

Set realistic priorities, organizes time, set schedules, meets deadlines, completes projects on time, use time well, does not waste time, ability to coordinate with others.

Volume of Work

Keeps up with work load, meets crash deadlines when necessary, steady, consistent, willing to put in extra effort.

Job Knowledge/Technical Skills

Knows what has to be done, seldom need instruction, proficient in all technical aspects of job, knows how to run equipment, able to work independently, able to instruct, guides and trains others, understands safety/security procedures and

Quality of Work

Increase in number of errors, lacks attention to detail, inconsistency in quality, not thorough, work often incomplete, diminished standards of work produced, does not follow procedures.

Dependability

Absenteeism, multiple instances of unauthorized leave, excessive sick leave, frequent Monday and/or Friday absences, repeated absences.

Communication

Diminished oral and written communication, misuses information for personal gain or to hurt others, tells peers and supervisors/managers too much or too little, misinterprets information received, covers up problems.

Internal/External Relationships

Disagreeable, openly mistrusts many people, edgy, easily and frequently angered and hurt, rigid, unable to work with others in new ways, deteriorating relationships with various contacts, overreacts to real or perceived criticisms, unstable relationships, blames others.

Judgment

Tactless, says things that hurt co-workers, clients or customers, does not use common sense, illogical reasons for behaviors, violates confidentiality, poor ability to size up situations, does not understand the whole picture, inattentive to safety procedures.

Organizational Abilities

Sets unrealistic priorities, poor use of time, inefficient scheduling, missed deadlines, incomplete projects, inability to coordinate with others.

Volume of Work

Overwhelmed by realistic workload, work piles up, makes commitments and does not meet them, unavailable for extra work, rigid, cannot increase workload when needed, volatile, easily upset, inconsistent pace of work.

Job Knowledge/Technical Skills

Doesn't know what has to be done, frequently needs instructions, not keeping pace with technical development of job, does not use equipment properly, unable to work independently, does not instruct, guide or train others.

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M. A. Laughton, D.F. Warne

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Performance Management System R K Sahu, 2009 A Comprehensive book from Dr R K Sahu renowned HR consultant passionate corporate Trainer with inputs out of his vast experience of working for over 360 companies like A C C BALCO Delphi Electrolux EID Parry Eicher Motors GRASIM Hindustan Lever Hindustan Zinc Hero Honda Indian Oil Corp KRIBHCO Kanoria Chemicals MICO Mitshubishi NTPC NALCO Pepsi Parle Products Ployplex Corporation PPAP Ranbaxy Sona Koyo Tata Motors whirlpool etc to name a few A complete guide for HR Professionals Consultants Professors of Human Resource Development Management Students Enterpreneurs Trainers and all individuals who want to understand the concept of Performance Management System Implement it in the organisation A practical treatise covering all the facets of Performance Management System including l Performance Planningl Performance Monitoring Coachingl Performance Measurement Feedbackl Performance Linked Reward Development Planl Common Understanding of organisation s priorities goals and shareholder value driversl Clear Expectations for individual and group Contribution towards shareholder value creationly Capability built through feedback coaching and Counsellingl Commitment towards Corporate s shareholder value creation based on meaningful work and rewards Leadership and Management: Theory and Practice Kris Cole, 2018-09-01 Leadership Management Theory Practice by Kris Cole focuses on comprehensive coverage of the core management units within the Diploma of Leadership and Management BSB51915 and Certificate IV in Leadership and Management BSB42015 This market leading textbook provides students with rigorous information while balancing the key topics with a practical approach through real life case studies examples and problem solving techniques It uses everyday business terms and language putting management in a context that makes it easy to understand for all types of learners Leadership Management Theory Practice enables students to strengthen skills in areas such as managing poor performance being more directive and solving problems permanently It is noted for its application across industry sectors and different types of business

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does the text mean What does it mean to me What insights can I now gain In this resource the authors show that insight into these questions is the key to comprehending text The authors provide tools such as mining charts assessments progress monitoring charts and rubrics to strengthen the teaching and use of strategies including guided highlighted reading for craft finding the element of argument in text reading multiple texts for theme and evaluating visual text A culminating chapter provides a blueprint for creating a literacy action plan for classroom school and district that highlights students growth and documents teacher effectiveness Illustrated Guide to Door Hardware: Design, Specification, Selection Scott Tobias, 2015-04-13 Your one stop comprehensive guide to commercial doors and door hardware from the brand you trust Illustrated Guide to Door Hardware Design Specification Selection is the only book of its kind to compile all the relevant information regarding design specifications crafting and reviewing shop drawings for door openings in one easy to access place Content is presented consistently across chapters so professionals can find what they need quickly and reliably and the book is illustrated with charts photographs and architectural details to more easily and meaningfully convey key information Organized according to industry standards each chapter focuses on a component of the door opening or door hardware and provides all options available complete with everything professionals need to know about that component When designing specifying creating and reviewing shop drawings for door openings there are many elements to consider physical items such as the door frame and hanging devices the opening s function local codes and standards related to fire life safety and accessibility aesthetics quality and longevity versus cost hardware cycle tests security considerations and electrified hardware requirements to name a few Until now there hasn t been a single resource for this information The only resource available that consolidates all the door and hardware standards and guidelines into one comprehensive publication Consistently formatted across chapters and topics for ease of use Packed with drawings and photographs Serves as a valuable study aid for DHI s certification exams If you re a professional tired of referring to numerous product magazines or endless online searches only to find short out of date material Illustrated Guide to Door Hardware Design Specification Selection gives you everything you need in one convenient comprehensive resource *Psychological Assessment in the* Workplace Mark Cook, Barry Cripps, 2005-06-24 This book covers the assessment of people within the workplace Written in jargon free language it offers a guide to psychological assessment that can be used by managers in their everyday work Each chapter will specifically cover an assessment practice and then explore the issues surrounding it following this discussion with a case study Ideas for test selection guidance on assessment centre practice and illustrations of successfully worked Microsoft Office Word 2007 Essential Reference for Power Users Matthew exercises are also included Strawbridge, 2007-06 This extensive reference manual covers the whole of Microsoft Office Word 2007 in exquisite detail every dialog box is illustrated and every command whether or not it it available through the Ribbon is described and fully cross referenced This is not a how to guide but a serious reference for power users for whom the online help is not detailed

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