

	Unsatisfactory	
	NA	
<b>Expense Management</b> - Measures effectiveness in establishing appropriate reporting and control procedures; operating efficiently at lowest cost; staying within established budgets.	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
<b>Human Resource Management</b> - Measures effectiveness in selecting qualified people; evaluating subordinates' performance; strengths and development needs; providing constructive feedback, and taking appropriate and timely action with marginal or unsatisfactory performers. Also considers efforts to further the university goal of equal employment opportunity.	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
<b>Independent Action</b> - Measures effectiveness in time management; initiative and independent action within prescribed limits.	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
<b>Job Knowledge</b> - Measures effectiveness in keeping knowledgeable of methods, techniques and skills required in own job and related functions; remaining current on new developments affecting SPSU and its work activities.	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
<b>Leadership</b> - Measures effectiveness in accomplishing work assignments through subordinates; establishing challenging goals; delegating and coordinating effectively; promoting innovation and team effort.	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
<b>Managing Change and Improvement</b> - Measures effectiveness in initiating changes, adapting to necessary changes from old methods when they are no longer practical, identifying new methods and generating improvement in facility's performance.	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
<b>Customer Responsiveness</b> - Measures responsiveness and courtesy in dealing with internal staff, external customers and vendors; employee projects a courteous manner.	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	
	Unsatisfactory	
	NA	
<b>Personal Appearance</b> - Measures neatness and personal hygiene appropriate to position.	Outstanding	
	Exceeds Expectations	
	Meets Expectations	
	Below Expectations	

# Sample Accounts Payable Clerk Performance Appraisal

**David Baud**



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have been added to all the chapters enabling students to learn about a variety of ethical situations that come up in management Updated and consolidated recruiting strategies offer students a window into the most current methods used in the recruitment process and provide insight into the job seeker s perspective New examples from a broad range of local state federal and international settings enable students to apply key concepts to common management issues Human Resource Management, 10th Edition Raymond J. Stone, Anne Cox, Mihajla Gavin, 2020-12-14 The new edition of Raymond Stone s Human Resource Management is an AHRI endorsed title that has evolved into a modern relevant and practical resource for first year HRM students This concise 14 chapter textbook gives your students the best chance of transitioning successfully into their future profession by giving them relatable professional insights and encouragement to exercise their skills in authentic workplace scenarios Complementary to your courses with well written conceptual content Stone s 10th Edition will save you research and assessment prep time with a host of case studies that cement learnings and get students thinking critically Health Information - E-Book Mervat Abdelhak, Mary Alice Hanken, 2014-12-24 Uncover the latest information you need to know when entering the growing health information management job market with Health Information Management of a Strategic Resource 5th Edition Following the AHIMA standards for education for both two year HIT programs and four year HIA programs this new edition boasts dynamic state of the art coverage of health information management the deployment of information technology and the role of the HIM professional in the development of the electronic health record An easy to understand approach and expanded content on data analytics meaningful use and public health informatics content plus a handy companion website make it even easier for you to learn to manage and use healthcare data Did You Know boxes highlight interesting facts to enhance learning Self assessment quizzes test your learning and retention with answers available on the companion Evolve website Learning features include a chapter outline key words common abbreviations and learning objectives at the beginning of each chapter and references at the end Diverse examples of healthcare deliveries like long term care public health home health care and ambulatory care prepare you to work in a variety of settings Interactive student exercises on Evolve including a study guide and flash cards that can be used on smart phones Coverage of health information infrastructure and systems provides the foundational knowledge needed to effectively manage healthcare information Applied approach to Health Information Management and Health Informatics gives you problem solving opportunities to develop proficiency EXPANDED Data analytics meaningful use and public health informatics content prepares HIM professionals for new job responsibilities in order to meet today s and tomorrow s workforce needs EXPANDED Emphasis on the electronic health care record educates you in methods of data collection governance and use NEW Chapter on data access and retention provides examples of the paper health record and its transition to the EHR NEW Focus on future trends including specialty certifications offered by the AHIMA the American Medical Informatics Associations AMIA and the Health Information Management Systems Society HIMSS explains the vast

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