

Employee Performance Appraisal Form

| | | |
|-----------------------------------|------------------------------|------------------------------|
| Employee Name: | Job Title: | Department: |
| Performance Review Period: | From: JANUARY 1, 2013 | To: DECEMBER 31, 2013 |
| Written By: | Title: | Department: |

PERFORMANCE STANDARDS

Complete each performance area described below and assign the appropriate performance rating and point factor. Rating descriptions are provided below. Provide supporting rationale and/or examples for each area of review where applicable.

Providing supporting rationale and/or examples for each area of review is optional, except in the cases of 'Exceptional', 'Improvement Required', or 'Unsatisfactory.'

Each area should be assigned one of the following ratings & assigned point factors:

| Rating | Performance Point Factor |
|----------------------|--------------------------|
| Exceptional | 9 – 10 |
| Highly Effective | 7 – 8 |
| Effective | 5 – 6 |
| Improvement Required | 3 – 4 |
| Unsatisfactory | 1 – 2 |

****Note:** Point factors should only be assigned to category ratings. An employee's overall rating is determined by calculating the simple average of the review categories.

Exceptional – Contributions and excellent work are widely recognized. Performance consistently exceeds all defined expectations, producing important and impactful results, through superior planning, execution or creativity.

Highly Effective - Most performance objectives exceed expectations. Projects and objectives are completed in a manner that expands the day-to-day scope of position and increases the impact on the Research Foundation business. The employee is viewed as having made notable contributions to the department.

Effective – Performance is competent and effective along established expectations. Initiative, resourcefulness and good judgment are generally/consistently exercised. Employee makes a solid, reliable and meaningful contribution to the department.

Improvement Required - Performance falls below expectations of position and below the job requirements and responsibilities. A Performance Improvement Plan (PIP) may be required.

Unsatisfactory - Performance falls below expectations on several critical job requirements and responsibilities. A Performance Improvement Plan (PIP) is required. Without significant improvement within a documented timeline, reassignment or separation of employment will occur.

Sample Payroll Specialist Performance Review

Andrew J. DuBrin



Sample Payroll Specialist Performance Review:

Accounting Information Systems: Connecting Careers, Systems, and Analytics, 1st Australia and New Zealand Edition

Arline A. Savage, Danielle Brannock, Alicja Arnold, Matt Dyki, 2026-01-27 em style box sizing border box font family Open Sans Arial Black Gadget sans serif font size 16px Accounting Information Systems 1st Australia and New Zealand Edition equips students with the skills needed to become future ready accountants This textbook integrates real world applications including many local examples to help students understand course concepts efficiently Through case based learning and data analysis students learn to make informed business decisions **The Physician Manager's Handbook** Robert J.

Solomon, 1997 Physicians are increasingly taking on new roles as executives and managers in today's health care delivery system This work provides an overview of the essential business management skills that physician managers need to succeed

Practical Human Resource Information Systems SATISH K. BAGDI, 2012-05-09 Practical Guide to Human Resource

Information Systems HRIS is a comprehensive presentation on global HRIS implementations and the associated challenges faced in such global projects It begins with the basic HR and IT concepts and guides the readers through the complete life cycle of HRIS applications spanning from planning to execution Both HR and IT play an equal role in the development of HRIS applications This book will help students from both HR and IT streams in assimilating the intricacies of implementation of HRIS projects HR is one of the most popular ERP product implementation topics in today's business world Its implementation needs a practical discussion using examples from real world The examples the case study and discussions in the book follow an international approach rather than discussing only a single country HRIS implementations A real life case study that flows through various chapters of the book brings out challenges in the implementation of HR specific projects In today's global economy HR is changing fast and dives into areas such as strategy outsourcing mergers and acquisitions M A This book covers all these areas and other topics that are relevant to today's HR world providing more value to the readers It provides illustrations to assist readers in visualizing the topics discussed and in developing a sound understanding of the integration and data aspects of HRIS systems This book will be useful as a text for a course in HRIS wherever prescribed for the MBA HR and MBA IT students The book encourages self directed study and thought process based on references provided at the end of each chapter and hence will also be useful to consultants HR professionals and IT professionals working with HR departments **Accounting Information Systems** Arline A. Savage, Danielle Brannock, Alicja

Arnold, 2025-10-07 Written by an author team uniquely composed of educators and practitioners Accounting Information Systems 2nd Edition offers a modern approach that helps students understand how course concepts are applied in the workforce and why developing these skills are so important By incorporating their own experience and showcasing real world applications through features like Sample LinkedIn Job Posts and Featured Professional spotlights the authors connect course concepts to industry allowing for greater understanding while helping students see the different opportunities a

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Management Information Systems James A. O'Brien,2004

The Office Manager ,1925

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Bowker's Law Books and Serials in Print ,2000

Principles of Management Daniel A. Wren,Dan Voich,1976

Human Relations

for Career and Personal Success Andrew J. DuBrin, 2001-07 For undergraduate courses in Human Relations Applied Psychology Human Relations in the Workplace and Career Development also appropriate for a course in Interpersonal Skills Training This motivating and conversational text helps students achieve better interpersonal relationships at home and on the job by providing them with essential knowledge about human relations **Proceedings of the ... Annual Conference** National Office Management Association. Conference, 1940 **Willing's Press Guide**, 2004 Coverage of publications outside the UK and in non English languages expands steadily until in 1991 it occupies enough of the Guide to require publication in parts The Public Manager, 1994 How to Test Software Packages William E. Perry, 1986-05 Sets up and explains an easy to use process to analyze the effectiveness of a software package Explains how to test business fit system fit and people fit how to develop a test plan how to create test conditions how to verify the correctness of software functions and how to validate computer produced output Provides 24 Golden Rules 17 checklists and questionnaires at the end of each step

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