

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.

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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

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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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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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