**MGMT201 – MOD 3.3 ESSAY**

Employers of today focus on several types of performance appraisals. The below article discusses how more employers are shifting from the traditional numerical ranking system performance appraisals to a qualitative approach.

Read the article from the Society for Human Resource Management (SHRM) by Dori Meinert, (2015): [Is it Time to Put the Performance Review on a PIP? (Links to an external site.)](https://www.shrm.org/hr-today/news/hr-magazine/pages/0415-qualitative-performance-reviews.aspx)

Your supervisor has tasked you with creating a new performance appraisal system for your department. Your first step is to determine what criteria and competencies are to be evaluated.

Write an essay of at least 250 words, double-spaced, with proper reference citation per current [APA guidelines.](https://erau.instructure.com/courses/111309/pages/apa-format-for-written-assignments) Ensure you have a cover page, introduction, body, and conclusion for your essay and include:

1. Summarize your "new" performance appraisal and explain the criteria and competencies you selected. Justify your rationale for the areas you’ve selected.
2. Why will your new performance appraisal better assess and measure employees' work performance?
3. What is your intended employee and organizational outcomes for your new type of appraisal? How would a fair and equitable performance appraisal increase motivation in your department? Justify and support your rationale.

Ensure you have credible resources to support your responses.

Rubric

| **Criteria** | **Ratings** | **Pts** |
| --- | --- | --- |
| This criterion is linked to a Learning Outcome AnalysisAll ideas are clearly and logically related and supports prompts/thesis: transitions are clear and easy to follow. Fully supports and develops ideas with research. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **60.0 pts****Superior (54 - 60 pts)** | **53.0 pts****Above Average (48 - 53 pts)** | **47.0 pts****Average (40 - 47 pts)** | **41.0 pts****Below Average (36 - 41 pts)** | **35.0 pts****Failure (0 - 35 pts)** |

 | 60.0 pts |
| This criterion is linked to a Learning Outcome OrganizationIntroduction provides all necessary elements of information; sets clear expectations; conclusion is decisive, creates a fully satisfying sense of completion. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **15.0 pts****Superior (14 - 15 pts)** | **13.0 pts****Above Average (12 - 13 pts)** | **11.0 pts****Average** | **10.0 pts****Below Average** | **9.0 pts****Failure (0 - 9 pts)** |

 | 15.0 pts |
| This criterion is linked to a Learning Outcome Research and ReferencesExcellent research into the issues with clearly documented links to class and required two or more outside references (not including the course textbook) supporting the content. Quotes are less than 10% of the paper. In-text citations are used for support and clarity. Formatting of in-text citations and references must follow APA guidelines. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **15.0 pts****Superior (14 - 15 pts)** | **13.0 pts****Above Average (12 - 13 pts)** | **11.0 pts****Average** | **10.0 pts****Below Average** | **9.0 pts****Failure (0 - 9 pts)** |

 | 15.0 pts |
| This criterion is linked to a Learning Outcome Writing MechanicsNo major grammar, punctuation, or spelling errors and paragraphs always unified and coherent. |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **10.0 pts****Superior** | **9.0 pts****Above Average** | **8.0 pts****Average** | **7.0 pts****Below Average** | **6.0 pts****Failure (0 - 6 pts)** |

 | 10.0 pts |
| Total Points: 100.0 |