



We Care



Our People



Team Work



Commitments



Self Improvements



## Performance Review and it's Perks

Appreciation is key to a successful teamwork and exceptional results. Appreciating gives employees, the strong desire to work and excel even more. All people love getting appreciation, so when the organization appreciates someone; they do not keep it a secret. One way for companies to portray their appreciation is performance appraisal or performance reviews. Performance appraisals - also known as the performance reviews, or performance evaluations are basically done by companies to assess an employee's performance and appreciate them for their exceptional and dedicated contribution to the organization's growth.

**// Performance appraisals - also known as the performance reviews, or performance evaluations are basically done by company. //**

Therefore, the importance of performance appraisals is the process of evaluating an employee's performance and personality as per the organization's set of standards like versatility, quality of work, efficiency, cooperation, and teamwork, etc.

Based on the evaluations and assessment for the performance rating, the employee is awarded and rewarded in the form of promotions, cash awards, certificates, gifts or recognition and the company gives them a chance to develop in the company. Performance reviews benefit both employees and the employers as feedback/ appreciation is an important part of the performance evaluation.

**Motivation:** A performance review always helps an employee to get motivated and interested in doing their work/ task. Whether the review is positive or negative it is a good way to motivate the employee. Motivation in turn leads to organizational growth in terms of increase in productivity of tasks. Therefore, making it a key factor in the importance of performance review. Also, it motivates the employee to do better to get an excellent review and get appreciated and feel recognized in the company and most importantly as an individual.

**Organization:** Review of performance brings more organization of the work or tasks being done by the employee with an urge to stay organized and give out an amazing impression in front of the company in turn improving their performance and organizing skills.

**Efficiency:** A performance review helps in efficiency with least wastage of time and money and a better effort of performance of the employee. For example- If an employee does a huge load of work, if he/she is appreciated they will complete the same task with lesser wastage of time, money and giving a better effort towards the same task as they feel recognized and they made a significant contribution. The most important factor in the appreciation is to show that the contribution of the employee is valued and recognized by the reviewer and the team.

**Teamwork and growth:** Performance review enhances teamwork and growth as it helps the employee to look forward to, and care towards other team members tasks, assist them and be a team player leading towards the growth of the company, which is highly beneficial for the organization's sustainability in the long run.

helps them determine self-worth too.

**// Performance appraisal is a dynamic part of the management process. //**

Overall, performance review increases the likelihood that the employee's behavior and performance in the organization will transform in a positive way, compared with circumstances where appraisers impose solutions; emphasize performance rather than personality as a result enhancing satisfaction with the whole review session.

Performance appraisal is a dynamic part of the management process. So, it makes it necessary for managers and employees in organizations to sense ownership of performance appraisal schemes and recognize their involvement is central to its success.

Also, the employee feels more comfortable in sharing out of the box ideas as they know they are actively participating and are appreciated to the contribution of the growth and to know that they are monitored based on their performance somehow deems them to



**Dedication:** Thoughtfully or not, performance review has a great impact on the employee in terms of dedication to work and their job in general, eventually producing optimal and exceptional results at work.

**Self - Assessment:** Performance review also helps the employee to self-analyze their career growth and development, further building them to a better employee in the future for the organization and them as an individual which is very important and never forgotten by the employee itself and

perform even better to achieve goals in a better and desired way.



**Noha Khodr**  
Marketing Manager,  
- Home Automation &  
Technology (HAT) Cluster