

عنوان مقاله:

Implementation of FeedForward in a Performance Appraisal System: A case study

محل انتشار:

ششمین کنفرانس بین المللی پژوهش های نوین در مدیریت، اقتصاد، حسابداری و بانکداری (سال: 1399)

تعداد صفحات اصل مقاله: 12

نویسنده:

Homayoun Shahriari Farah - *Msc. Industrial Management*

خلاصه مقاله:

This study explores FeedForward approach and its application in Performance appraisal system. It will have a short review on literature of the concept also text analysis and then presents a simple yet effective method to efficiently implement FF in computerized (software-based) performance review systems. Further, using sentiment analysis, a series of performance classes and clusters are used to analyze Line Managers/Supervisors comments and extract valuable information from their opinion, also categorizing the key focus area. The results suggest that the feedforward interview can be embedded into computerized performance systems and can provide useful information on perception of Line Managers/Supervisor toward employee performance area of improvement. Also, this will give HR departments an insight on how to shape and invest their employee development efforts.

کلمات کلیدی:

Performance appraisal, Feedback, Feedforward, Performance attributes

لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/1119601>

