

عنوان مقاله:

Providing a Hybrid Approach for Performance Assessment of Temporary Contract Employees in Esfahan
(Steel Company (ESCO

محل انتشار:

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خلاصه مقاله:

The performance assessment system and providing feedback to employees is an approach by which most of the organizations achieve improvements and development for their individuals and organizational performance. In recent decades considering the feedback system and attempts in using and developing these approaches have significantly grown in organizations. It is obvious that the methods used for assessment of the employee's performance in different organizational levels must be different. This difference is due to the variety of occupational profiles and objectives in different organizational levels. So, if the current approach we apply to assess the performance of employees is unable to show its effectiveness, it loses its value. In this study, we are going to provide a model for employee's performance assessment in Esfahan Steel Company (ESCO). The sample of the study comprises of all the personnel with temporary employment contracts that have been chosen by simple random sampling. We used questionnaires and organized interviews in order to collect the data. The validity of the final performance assessment form is approved by all the viewpoints taken from the experts, and its reliability is acceptable if Alpha-Cronbach rate equals 0.809 after data analysis using SPSS. The results show that the designed model impartially assesses employee's performance with no bias and prejudice and has led to promotion both in organizational indices and employee's satisfaction.

کلمات کلیدی:

Performance, performance management, employee performance assessment, Esfahan Steel Company

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