

THE PERFORMANCE APPRAISAL PRACTICES AND PROBLEMS: THE CASE OF ETHIOPIAN INTERNATIONAL SCHOOL, RIYADH

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Abstract

This study focuses on Ethiopian International School, Riyadh in the area of employees' performance appraisal. The school is selected due to proximity and conveniences to undertake the research.

Therefore, knowing the practice used and spotting the problem helps to analyze the performance of employees of the school, in light of the "Employees Performance Appraisal Manuals", can help to understand, if effectiveness and efficiency is impaired or not. If effectiveness and efficiency is impaired the organization cannot meet its goals and objectives.

Accordingly the research attempted to answer the following four basic research questions

1. What are the natures of employees' performance appraisal practices in Ethiopian International School?
2. What are the major problems in the practices of performance appraisal of employees?
3. What are the objectives of employees' performance appraisal in EIS?
4. What are the potential sources of employees' dissatisfactions regarding performance appraisal?

Furthermore, a total of 25 Questionnaires were administered to respondents selected using a purposive sampling technique. Accordingly the following conclusions were drawn from the project undertaken:

- Evaluators rating subordinates on the basis of personal liking and disliking exists at moderate level in EIS.
- The Performance Evaluators keep employee track records and portfolios at a moderate level.
- The study indicates that school was using PA for motivation of employees at moderate level, which shows the use of it for motivational purposes is not at the desired level. Consequently, it hurts the moral of employees and demoralizes them from competition and creativity. Thus, employees without competition and creativities would be cost to the organization.

Keywords: Performance Appraisal, Employee Motivation, Human Resource, Performance Evaluation