



# Some Aspects of the Employee Evaluation System on the Example of an Organization

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- **The goal of this presentation** is to analyze the effectiveness of the system of interim evaluation of employees used by the organization of the public administration sector as a tool for increasing motivation, development and promotion of employees.



- Besides strictly theoretical, based on literature, deliberations discussing interim evaluation of employees within the whole system of human capital management, there have also been presented internal solutions for human resources management used **by the organization of the public administration sector.**

- The interim evaluation system has been analyzed based on the regulations binding in the organization of the public administration sector and on the results of **direct research** and **detailed interviews** conducted among employees and management staff.

## **The following specific questions were formulated to extend the main goal:**

1. How is the interim evaluation carried out?
2. Is the evaluation interview carried out as part of the evaluation process and what is its course?
3. What is the evaluation used for and what is its purpose?
4. What do officials think influences the interim evaluation?
5. What kind of emotions do the evaluation results arouse in employees?

## **Case study – the organization of the public administration sector**

- the diagnostic survey method
- surveys conducted among a representative group of employees of the studied organization of the public administration sector
- a total of 448 employees, including 32 managers
- the author's own questionnaire containing a set of 21 questions
- supplemented with detailed interviews with employees in managerial positions (included 15 top-managers - headmasters of departments or office managers)



The collected materials can be a starting point for the reflection on the essence and function of the employee evaluation system.

## **Conclusions**



**Thank you for your attention**