

Evaluation Concepts Competencies

Job competency assessment is the process by which evidence of performance based on your actual experience is collected and examined.

In few words, it is the measurement of a person's "know-how"; it is competent when it is able to perform a job function effectively and efficiently in different work contexts with the same results.

Types of performance evaluation

Evaluation of staff performance

In this type of performance appraisal, the performance of a company's employees is measured over a defined period of time.

Self-appraisal

It is one of the types of performance evaluation with the greatest impact. Getting to know each other is one of the vital steps for personal and professional development. If you understand what works well and what can be improved, you are already halfway to being a better person and a better worker. The danger here is making sure the employee is properly screened.

180° evaluation

This is one of the more traditional types of performance appraisal, in which managers appraise their subordinates. It is often used in large companies.

360° evaluation

It occurs when an employee is being evaluated by superiors, colleagues, and subordinates, as appropriate. In this way, the perspective of the actual performance of that person becomes much richer.

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Reference:

(2022) Core Global Partners

¿Qué es la evaluación de competencias?

RETRIEVED FROM:

<https://coreglobalpartners.com.pe/que-es-la-evaluacion-por-competencias/>

(2022) Question Pro

Tipos de evaluación del desempeño

RETRIEVEVED FROM:

<https://www.questionpro.com/blog/es/tipos-de-evaluacion-de-desempeno/>