



# Hourly Performance Appraisal

<b>Employee Name:</b> Limmie Varner	<b>Hire Date</b> 10/11/2017
<b>Job Title:</b> Packout	<b>Evaluation Period:</b> 3 Month
<b>Supervisor:</b> Nick Rausch	<b>Review Due Week of:</b> 1/8/2018 <b>Review Date:</b> 1/9/2018

**Performance Rating Categories:** Consider the employee's performance in each category and designate the level of performance that most accurately describes his/her job performance.

**O – Outstanding.** Employee consistently exceeds position expectations with virtually no detected preventable/controllable errors, requiring little or no supervision.

**M – Meets Expectations.** Competent and dependable performance level. Meets the performance standards and objectives without Constant follow-up direction

**E – Exceeds Expectations.** Results clearly exceed position requirements on a regular basis.

**I – Improvement Needed.** Employee does not meet performance objectives on a regular basis and has difficulty following through with tasks. Requires constant follow-up and/or supervision.

**GENERAL FACTORS**

**1. Quality-** The extent to which an employee's work is completed thoroughly and correctly following established process and procedures.

- Outstanding   
  Exceeds Expectations   
  Meets Expectations   
  Needs Improvement

**Specific Examples/Comments-**Limmie's work is completed thoroughly and correctly and follows processes and procedures.

**2. Productivity/Independence/Reliability-** The extent to which an employee produces a significant volume of work efficiently in a specified period of time. Ability to work independently with little or no direction/follow-up to complete tasks/job assignments.

- Outstanding   
  Exceeds Expectations   
  Meets Expectations   
  Needs Improvement

**Specific Examples/Comments-** Limmie is able to work efficiently in an 8 hour period. He can work independently with little direction from the lead.

**3. Job Knowledge-** The extent to which an employee possesses and demonstrates an understanding of the work instructions, processes, equipment and materials required to perform the job. Employee possesses the practical and technical knowledge required of the job.

Outstanding     Exceeds Expectations     Meets Expectations     Needs Improvement

**Specific Examples/Comments-** Limmie demonstrates a general understanding of the processes and materials required to perform the job. He possesses practical and technical knowledge required of the job.

**4. Interpersonal Relationships/Cooperation/Commitment-** The extent to which employee is willing and demonstrates the ability to cooperate, work and communicate with coworkers, supervisors and subordinates. Employee accepts and responds to change in a positive manner. Accepts job assignments and additional duties willingly, takes responsibility for own performance and job assignments.

Outstanding     Exceeds Expectations     Meets Expectations     Needs Improvement

**Specific Examples/Comments-** Limmie is able to cooperate with coworkers and supervisors. He takes responsibility for his own performance and job assignments.

**5. Attendance-** The extent to which an employee is punctual, observes prescribed work break/meal periods and has an acceptable overall attendance record. Employee's willingness to work overtime as required.

Outstanding     Exceeds Expectations     Meets Expectations     Needs Improvement

**No. of Unexcused Absences:**                      6

**Specific Examples/Comments-** Limmies attendance is unacceptable in a 3 month period.

**6. Initiative/Creativity-** The extent to which an employee seeks out new assignments, proposes improved work methods, suggests ideas to eliminate waste, finds new and better ways of doing things.

Outstanding     Exceeds Expectations     Meets Expectations     Needs Improvement

**Specific Examples/Comments-** Limmie shows initiative and offers new and better ways of doing things. He has also proposed some new work methods.

**7. Adherence to Policy-** The extent to which an employee follows company policies, procedures and work conduct rules. Complies with and follows all safety rules and regulations, wears required PPE.

Outstanding     Exceeds Expectations     Meets Expectations     Needs Improvement

Specific Examples/Comments- Limmie follows company policies and wears required PPE.

**Overall Performance-** Rate employee's overall performance in comparison to position duties and responsibilities.

Outstanding     Exceeds Expectations     Meets Expectations     Needs Improvement

**Complete All of the Following Sections**

1. Accomplishments or new abilities demonstrated since last review: This is Limmie's first review.

2. Specific areas of needed improvement: None

3. Recommendations for additional training: None

Employee's Comments: \_\_\_\_\_  
\_\_\_\_\_

Discussed/reviewed with employee on: Click here to enter a date. Follow up requested/desired:  YES or  NO

Manager/Supervisor Signature: Neil Russell Date: 1/19/18

Employee Signature: Limmie Elmore Date: 1-19-18

Would this employee be eligible for a wage increase?  Yes:     No:

If Yes: Current Salary \$ Click here to enter text. Raise To: \$ Click here to enter text.

Effective Date: Click here to enter a date.