



## Hourly Performance Appraisal

Employee Name: <b>Marcus Brown</b>	Hire Date: <b>12/11/2017</b>
Job Title: <b>Flow Wrap Operator</b>	Evaluation Period: <b>Month</b> ↻
Supervisor: <b>Nick Rausch</b>	Review Due Week of: <b>3/12/2018</b> Review Date: <b>3/15/2018</b>

**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.

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

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

**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-** Marcus completes his work 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-** Marcus works efficiently in an 8 hour period. He is able to work independently with little or no direction.

**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-** Marcus demonstrates and understanding of work instructions, processes and equipment. He is knowledgeable about the machines he works with.

**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-** Marcus is cooperative with his coworkers and is respectful and polite to everyone. He accepts additional duties willingly and takes responsibility for his performance.

**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:**                      4

**Specific Examples/Comments-** Marcus needs to work on his attendance. He cannot miss another day of work before his next review or he will not receive his 6 month raise.

**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-** Marcus shows initiative while he is at work. He always keeps his area clean and keeps meat off the floor.

**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- Marcus follows company policies and work procedures. He follows all safety rules 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: [Click here to enter text.](#)
2. Specific areas of needed improvement: Work on his attendance to receive raises and bonuses in the future.
3. Recommendations for additional training: [Click here to enter text.](#)

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

Discussed/reviewed with employee on: [Click here to enter a date.](#) 3/16/18 Follow up requested/desired:  YES or  NO

Manager/Supervisor Signature: Nick Russell Date: 3/16/18

Employee Signature: Marcus Brown Date: 3/16/18

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.](#)