



## Hourly Performance Appraisal

Employee Name: <b>Phat Le</b>	Hire Date <b>10/21/2014</b>
Job Title <b>Flow Wrap</b>	Evaluation Period: <b>3 Year</b>
Supervisor: <b>Nick Rausch</b>	Review Due Week of: <b>12/18/2017</b> Review Date: <b>12/19/2017</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.

**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-**Phat completes all of his work accurately and follows the process 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- Phat works efficiently and is able to work 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- Phat demonstrates an understanding of work instructions and possesses the 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- Phat Le is very cooperative and communicates well with others. He translates to other individuals for me so they can better understand the process as well.**

**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:                      Zero Absences**

**Specific Examples/Comments- Phat Le has outstanding attendance and is always willing to work overtime.**

**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- Phat Le has come up with a few ideas in the flow wrap department to improve that area.**

**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- Phat Le follows all company policies and work rules. He works safely 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: I would like Phat to really pay attention to how fast he is putting the re-work back on the line. If you put it on too fast it ends up right back in the rework bin.

3. Recommendations for additional training: Click here to enter text.

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

Discussed/reviewed with employee on: Click here to enter a date. 12/22/17 Follow up requested/desired:  YES or  NO

Manager/Supervisor Signature: Nick Pambell Date: 12/22/17

Employee Signature: Phat Date: 12/22/17

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

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

**Effective Date:** [Click here to enter a date.](#)