



Hourly Performance Appraisal

Employee Name: Spencer Moon	Hire Date:3/23/2018
Job Title: Dimension	Evaluation Period: 3 Month
Supervisor: Nick Rausch	Review Due Week of: 6/18/2018 Review Date: 6/21/2018

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- Spencer completes his work thoroughly 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- Spencer work efficiently in an 8 hour period and is able to work with little direction from the lead/supervisor.

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- Spencer demonstrates an understanding of work instructions, processes, and materials required to perform 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- Spencer generally gets along with everyone but there has been a few incidences with other coworkers that I would like him to work on.

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: 1

Specific Examples/Comments- Spencer has missed 1 day in 3 months and volunteers to work overtime regularly.

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- Spencer shows initiative while he is on the floor. He works hard and does his best out on 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- Spencer follows company policies and safety rules. However, I would like him to work on telling the lead/support/supervisor if he needs to leave the production line for any reason.

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: Click here to enter text.
- 3. Recommendations for additional training: None

Employee's Comments: _____

Discussed/reviewed with employee on: Click here to enter a date. 8/6/18 Follow up requested/desired: YES or NO

Manager/Supervisor Signature: Nick Rausch Date: 8/6/18

Employee Signature: Spencer Date: 8/6/18

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