

ABSTRACT OF THE MAJOR PRACTICAL PROJECT

ASSESSMENT OF A PERFORMANCE APPRAISAL PROGRAM AT A MAJOR UNIVERSITY

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The general objective of the Major Practical Project was to create an appraisal development program that identifies issues with an existing program and to identify collaboratively created new techniques and approaches to make a better and more effective appraisal system. The primary research question for the proposed Major Practical Project is *How can a performance appraisal tool be created that best meets the needs of the employees, the supervisors, the students, and the organization?* The project adopted a mixed method research design using a survey. The population of interest consists of all the staff in the Academic Advising Offices under the Center of Academic Advising (CAA). The sample size is the whole population of 32 advisors only eliminating five advisors who did not have the required one year minimum. On the effect of the performance appraisal on advisors motivation and productivity. The project recommends the establishment of a new appraisal process, new methods and procedures as well

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as new grading systems which will improve the current appraisal system and make it more desirable and satisfactory. The project concludes the performance appraisal process on advisors motivation. Different rating system will increase staff satisfaction with the appraisal process and appreciate it. New procedures and grading shall be useful to increase accuracy of the appraisal process evaluation which increases staff perceptions of fairness with a significant impact on staff motivation and productivity.