



360 degrees Performance Appraisal



8 years ago by [Shawkat Jahan](#) Comments Off



The 360 [evaluation](#) feedback method was first used in the 1940s. Analogous to the multiple points on a compass, the 360 method provides each employee the opportunity to receive performance feedback from his or her supervisor, peers, staff members, co-workers and customers.

[360-degree feedback](#) or multi-source feedback is an appraisal or performance [assessment](#) tool that incorporates feedback from all who observe and are affected by the performance of a candidate.

FOR WHICH CATEGORY OF EMPLOYEES IS THIS TOOL USED?

Usually, this tool is used for employees at middle and senior level. The complexity of their roles enables the organisation to generate sufficient data from all [stakeholders](#) for a meaningful [assessment](#).

WHICH ORGANISATIONS USE THIS TO ASSESS EMPLOYEE PERFORMANCE?

Most organisations that focus on employee development use the 360-degree tool to assess performance and potential of staff and enable the employees to map their career path based on the feedback. Organisations take [360-degree feedback](#) about an employee before taking a major decision about the professional's career.

The results from [360-degree feedback](#) are often used by the person receiving the feedback to plan [training and development](#). Results are also used by some organizations in making administrative decisions, such as pay or promotion. When this is the case, the 360 [assessment](#) is for [evaluation](#) purposes, and is sometimes called a "360-degree review."

[360 degree feedback](#) is the most comprehensive appraisal where the feedback about the employees' performance comes from all the sources that come in contact with the employee on his job. this method is being used in the (MARUTHI SUZUKI Motors and HCL)

WHO ARE THE STAKEHOLDERS IN DOING 360-DEGREE ASSESSMENT?

360 degree respondents for an employee can be his/her peers, managers (i.e. superior), subordinates, team members, customers, suppliers/ vendors – anyone who comes into contact with the employee and can provide valuable insights and information or feedback regarding the "on-the-job" performance of the employee.360 degree appraisal has four integral components:

1. Self appraisal
2. Superior's appraisal
3. Subordinate's appraisal
4. Peer appraisal.

Self-appraisal gives a chance to the employee to look at his/her strengths and weaknesses, his achievements, and judge his own performance. Superior's appraisal forms the traditional part of the 360 degree appraisal where the employees' responsibilities and actual performance is rated by the superior.

Subordinates appraisal gives a chance to judge the employee on the parameters like [communication](#) and motivating abilities, superior's ability to delegate the work, [leadership](#)

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360 degree appraisal is also a powerful developmental tool because when conducted at regular intervals (say yearly) it helps to keep a track of the changes others' perceptions about the employees. A 360 degree appraisal is generally found more suitable for the managers as it helps to assess their [leadership](#) and managing styles. This technique is being effectively used across the globe for performance appraisals. Some of the organizations following it are Wipro, Infosys, and Reliance Industries etc.

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