

Bhutan Power Corporation Limited

EMPLOYEE APPRAISAL FORM

Group 2–Managers (Managerial)

Name	Emp ID	Designation		
Office/Unit	Location	Grade		
Date of joining service (DD/MM/YYYY)	Period	From (MM/YYYY)	To (MM/YYYY)	
Department/Services	Evaluation unit name			
Name of supervisor	Designation			
Name of reviewer	Designation			

INSTRUCTIONS. In preparation for the employee’s appraisal meeting, both the employee and the supervisor are expected to refer to the BPC Evidence Guide For Appraisal of Competencies and rate the employee’s performance independently. Both should also be prepared to discuss the employee’s career development needs and challenges.

Section 1: JOB REVIEW

1.1 Is the job description a good fit for the job?Yes / No
 If No, what has changed around the job? (Consider, for example, organisational structure, technology, customers, or any other factors.) Suggestions for improving the job description?

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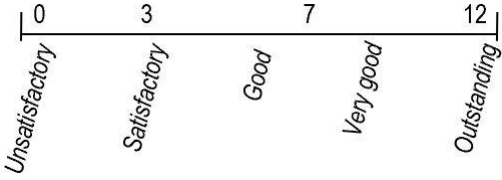
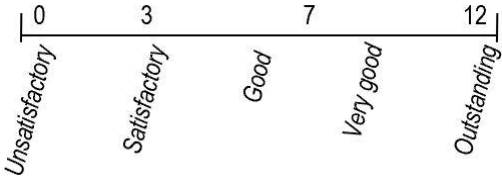
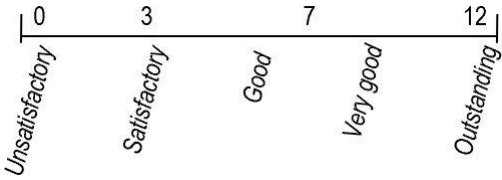
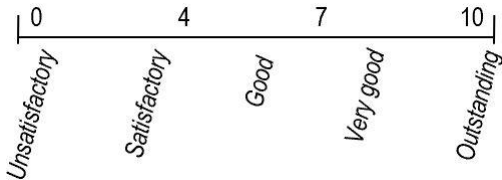
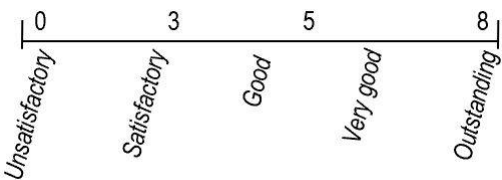
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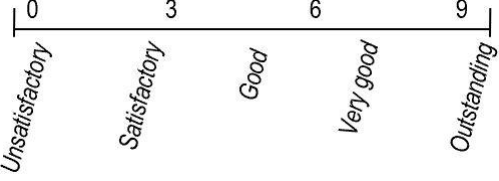
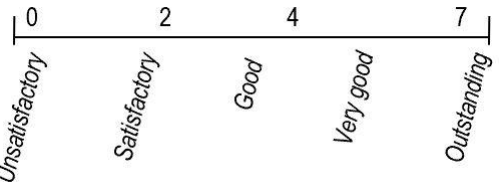
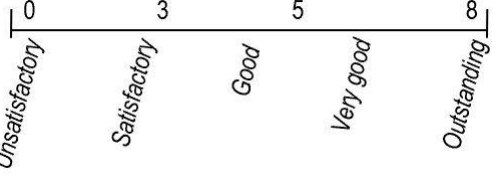
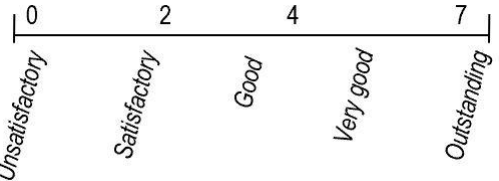
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1.2 List the key performance indicators agreed at the last performance review and rate the employee’s achievement against those indicators.

	Key performance indicator agreed last year	Max	Rating	Comments
1				
2				
3				
4				
5				
	TOTAL	15		Copy to 2.10 (over)

Rate the overall level of competencies applied at BPC during the appraisal period.

Scoring guide	Evidence, examples, queries, notes	Rating
<p>2.1 Leadership– 0 to 12 Use of appropriate skills to ensure BPC’s strategic plan and departments’ operations align with the vision, mission and values of BPC.</p> 	<p>Refer to the Evidence Guide and give reasons for rating if 4 or below or if 8 or above.</p>	
<p>2.2 Problem solving and decision making – 0 to 12 Ability to break problems down into components and recognize interrelationships; and ability to make sound, well-informed, objective decisions.</p> 	<p>Refer to the Evidence Guide and give reasons for rating if 4 or below or if 8 or above.</p>	
<p>2.3 Strategic Focus– 0 to 12 Ability to understand the need for BPC to change in light of internal and external trends & influences; and be committed to achieve long-range goals by influencing employees to translate vision into action.</p> 	<p>Refer to the Evidence Guide and give reasons for rating if 4 or below or if 8 or above.</p>	
<p>2.4 Interpersonal relationship– 0 to 10 Ability to establish and maintain positive and productive working relationships.</p> 	<p>Refer to the Evidence Guide and give reasons for rating if 3 or below or if 7 or above.</p>	
<p>2.5 Customer Orientation– 0 to 8 Ability to understand the needs and expectations of both internal and external customers.</p> 	<p>Refer to the Evidence Guide and give reasons for rating if 3 or below or if 6 or above.</p>	

<p>2.6 Managing Change– 0 to9 <i>Ability to take initiative for organizational changes required to improve the organization’s effectiveness and efficiency.</i></p> 	<p><i>Refer to the Evidence Guide and give reasons for rating if 3 or below or if 6 or above.</i></p>	
<p>2.7 Coaching – 0 to 7 <i>Ability to provide timely guidance and feedback to support and strengthen knowledge/skills in areas required to accomplish a task or solve a problem.</i></p> 	<p><i>Refer to the Evidence Guide and give reasons for rating if 2 or below or if 5 or above.</i></p>	
<p>2.8 Planning– 0 to 8 <i>Ability to organize work, set priorities, and determine resource requirements.</i></p> 	<p><i>Refer to the Evidence Guide and give reasons for rating if 3 or below or if 6 or above.</i></p>	
<p>2.9 Communication– 0 to 7 <i>Ability to convey and receive information and ideas that fosters open exchange of information to individuals or groups in a way that involves the listener, helps them understand and retain the message, and invites response and feedback.</i></p> 	<p><i>Refer to the Evidence Guide and give reasons for rating if 2 or below or if 5 or above.</i></p>	
<p>2.10 Application of knowledge &skills– 0 to 15 <i>Possesses the technical/professional expertise required to do the job effectively.</i> <i>Application of technical/professional skills through problem solving, conflict resolution, professional judgment, and proficient performance.</i></p>	<p><i>See 1.2 above – refers to specific key performance indicators rather than the overall objectives of the position</i></p>	
<p>Copy total to Section 4 - Summary.</p>		<p>TOTAL</p>

Section 3: KEY PERFORMANCE INDICATORS

Group 2 – Managers (Managerial)

List the key performance indicators that the employee should meet during the coming year. These should relate to at least one of the parameters set for the Department in the Team Appraisal System.

	Key performance indicator <i>Refer to TAS to identify appropriate individual KPIs.</i>	Weightage <i>Maximum</i>
1		
2		
3		
4		
5		
	TOTAL	15

Copy to Section 1.2 for next year.

Section 4: SUMMARY

Group 2 – Managers (Managerial)

Overall competency rating(from Section 2):%

Appraiser

In my opinion, this report is a fair summary of the employee’s performance during the appraisal period. To enhance the staff member’s performance and career development at BPC, I recommend that the staff member receives the following training and/or other support.

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Signed (Appraiser) :Date:

Employee (cross out one option)

EITHER I agree that this report is a fair summary of my performance over the last appraisal period and my expectations for the coming period.

OR In my opinion, this report is not a fair summary of my performance. I wish to appeal.

Signed:Date:

Reviewed by **Signature:**
Date: