

The employee performance evaluation is one of the key activities in the current human resources management. It assists organization with valuable information, reports regarding work performance and a level of employee capability. Through such evaluation, the employees receive a feedback about their level of performance. This feedback helps to uncover their strength and areas of improvement as well perception by the organization about their efforts to meet the company goals. Therefore the work performance evaluation is fundamental for the organization as well as the employee.

Despite the developing growth in the entrepreneur area, majority of the workers are still in a position of an employee. That is why we should all learn how to accept such principles of evaluation as well as to put them into practice. I have decided to elect this topic as basis for my thesis as I strongly believe that despite the frequent negative connotation, the employee evaluation contributes to the individual employee development therefore to the development of the whole company.

In the first section I use theory based on reference industry literature and material. I introduce employee evaluation based on specific requirements of each organization related to the company goals. The performance criteria are set and various methods are engaged. The evaluation takes place in various systems. The other part of my work focuses on the use of employee evaluation in the practice. Based on the available theory, I am making some suggestions for a change and an improvement.