

ABSTRACT

The aim of the final bachelor's thesis is to describe the approaches in employee appraisal and to consider its relevance and effectiveness on the basis of these sources. The research part of the thesis includes a questionnaire survey which focuses on examining the form of teaching staff appraisal, its effectiveness and relevance. The aim of the investigation is to quantitatively analyse the approaches to staff appraisal in different educational organisations and to map its impact on staff.

The thesis examines whether it is even possible and appropriate to evaluate staff performance in an educational organisation setting and to take steps to improve effectiveness based on this evaluation.

Effective appraisal aims at implementing measures that promote and maintain satisfactory job performance and prevent poor performance. It enables the organization to set up an internal system of employee training, or to identify the need for external training, and process improvement, to decide on the relevance of employee pay and job classification. Appraisal allows to detect the potential of employees to be promoted to a position where they can better use their competences and motivate them with career advancement.

The questionnaire survey showed that more than half of the respondents carry out staff appraisals regularly, at least once a year. Appraisals may be more frequent in organizations with fewer employees. According to the respondents, staff appraisals are most often in the form of appraisal interviews, self-assessments and hospitality. More than half of the respondents agreed that staff appraisal is an important part of organisational development, has a motivating effect on staff and supports performance management.