

Employee Reviews: How to Keep Up a Top Talent Pool

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The employee performance review is an anxious situation on both sides of the table. For the employee, an appraisal that is not objective, clear, and fair can send a career skidding. For a manager, failing to properly document a performance review can lead to legal headaches down the line if a worker must be terminated. And it's the company that suffers when a malfunctioning review system lets unproductive employees slide and top performers go unrewarded. To help, we found five articles from our business library that explain how to keep your performance reviews in working order and make sure you and your employees are all moving in the same direction.

The Secrets of Performance Appraisal

Source: The Conference Board

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How do America's best organizations handle performance management? This industry-wide benchmark study shows what companies like Sprint, GE, and the National Security Agency do (and don't do) when it's time to assess their talent.

Performance Reviews: Three Key Best Practices

Source: Accenture

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Use this comparison scale developed by Accenture to determine how your company's review process might be falling short, and what you need to do to rebuild it and ultimately strengthen your talent pool.

Get the Discussion off to a Good Start

Source: Business Performance Pty Ltd.

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A performance appraisal may be a bit awkward, but it doesn't have to be painful. This article outlines some simple steps, including preparing beforehand and selecting the right environment, to ensure that both parties are comfortable and open during the review process.

Evaluate Your Most Important Asset

Source: Gallagher, Callahan & Gartrell

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Sometimes it's not just employees that need an appraisal — but also the performance review process itself. Here's how to develop effective standards and avoid the three most common mistakes when it comes to delivering feedback to employees.

The Low-Stress, No-Hassle Performance Review

Source: SuccessFactors, Inc.

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One way to ensure best practices is to automate the process, which can not only save staff-hours but also do things like scan reviews for language that could put your company in legal hot water. This guide outlines how to pick the right automated system for your company.

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