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an employee performance evaluation also known as a performance review is a process used by organizations to give employees feedback on their job performance and formally document that performance employee performance is a measure of how an employee fulfils the duties of their role and behaves within a workplace it is important to every aspect of the business because it can affect customer satisfaction the company s bottom line company culture and staff retention rates to name a few consequences in this article we explore what employee performance is how it has evolved to its current state the elements of a successful performance management program and how to motivate performance in your organization discover 14 different methods for improving employee performance that can help you lead your team to success and accomplish organizational goals this article explores the importance of measuring employee performance breaks down different team member evaluation methods and defines key metrics to evaluate employee performance the purpose of performance reviews is two fold an accurate and actionable evaluation of performance and then development of that person s skills in line with job tasks for recipients

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