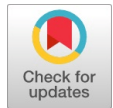


# Performance Appraisal Methods: Essential in Promoting Student Learning

Radhika Kapur



**Abstract:** In educational institutions of all levels, the educators are required to be well-informed in terms of the factor, whether the students are acquiring an efficient understanding of academic subjects or lesson plans or are overwhelmed by any types of setbacks. Furthermore, they also identify whether they are putting into operation various types of teaching-learning methods and materials in an appropriate manner or there is a need to bring about improvements. Hence, in all grade levels, different types of performance appraisal methods are to be put into operation. These are on the basis of academic subjects and lesson plans. Hence, in order to enhance their participation and achieve good grades, students need to acquire an efficient understanding of different types of academic subjects and lesson plans. The implementation of various types of performance appraisal methods is regarded to be of utmost significance in order to impart information among students in terms of various types of academic subjects and lesson plans. The educators need to ensure, they impart information among students in terms of these in an adequate manner. In other words, students need to be given sufficient amount of time, so they can be well-prepared. Furthermore, it is necessary for students to inculcate the traits of morality, ethics, diligence and conscientiousness. Therefore, performance appraisal methods are essential in promoting student learning. The main concepts that are taken into account in this research paper are, understanding the meaning and significance of performance appraisal methods, understanding performance appraisal methods and advantages of performance appraisal methods.

**Keywords:** Academic Subjects, Educators, Educational Institutions, Information, Materials, Performance Appraisal Methods, Student Learning, Teaching-Learning Methods

## I. INTRODUCTION

In educational institutions of all levels, after the educators have imparted information in terms of academic subjects and lesson plans to the students, they implement different types of performance appraisal methods. The main objective of these methods is to find out how much the students have learned. The educators learn whether students have acquired an efficient understanding of academic subjects and lesson plans or are overwhelmed by setbacks. Furthermore, educators also identify whether they are putting into operation the teaching-learning methods, materials and instructional strategies in a well-ordered manner or there is a need to bring about improvements.

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Hence, in order to promote student learning, achieve educational goals and lead to up-gradation of overall system of education, there is a need to promote enhancement of performance appraisal methods (Roy, 2012) [2] [6][7] [8] [9] [10]. The educators and students are required to work in co-ordination in leading to up-gradation of these methods. Furthermore, they need to be well-equipped in terms of educational goals and overall system of education. Therefore, performance appraisal methods are improving in educational institutions of all levels. The different types of performance appraisal methods are put into operation on the basis of certain factors, i.e. grade levels of students; academic subjects and lesson plans; learning abilities of students; educational goals; academic needs and requirements of students and overall system of education. The educators are required to take into account all these factors in putting into operation different types of performance appraisal methods. One of the important aspects is, educators need to make provision of appropriate information among students in terms of meaning and significance of performance appraisal methods. The students need to put emphasis on leading to up-gradation of confidence levels (Walls, 2002) [5]. Furthermore, they are required to overcome the feelings of apprehensiveness and vulnerability. This is regarded as vital in doing well in all types of performance appraisal methods and generating desired outcomes. Furthermore, room will be open towards achieving educational goals and leading to up-gradation of overall system of education. Therefore, performance appraisal methods are regarded as vital in educational institutions of all levels in leading to effective growth and development of students.

## A. Understanding the Meaning and Significance of Performance Appraisal Methods

In educational institutions of all levels, after the educators have imparted information in terms of academic subjects and lesson plans to the students, they are required to put into operation different types of performance appraisal methods. The main objective of these methods is to find out to what extent the students have acquired an efficient understanding of academic subjects and lesson plans. The educators and students are required to work in co-ordination in order to put into practice different types of performance appraisal methods in an appropriate manner. The educators identify whether students have acquired an efficient understanding of academic subjects and lesson plans or are overwhelmed by setbacks. Furthermore, educators also identify whether they are putting into operation different types of teaching-learning methods, materials and instructional strategies in a well-ordered manner or there is a need to bring about improvements.

# Performance Appraisal Methods: Essential in Promoting Student Learning

Hence, in order to promote student learning, achieve educational goals and lead to up-gradation of overall system of education, there is a need to promote enhancement of different types of performance appraisal methods. Therefore, individuals are able to acquire an efficient understanding of meaning and significance of performance appraisal methods, when these are facilitating in augmenting information among educators regarding performance of students.

The educators are required to take into account all these factors in putting into operation different types of performance appraisal methods. One of the important aspects is, educators need to make provision of adequate information among students in terms of meaning and significance of performance appraisal methods. Furthermore, the students are required to understand these in a satisfactory manner. As a consequence, they will be able to put in efforts to their best abilities in doing well in their job duties and in generating desired outcomes. The students need to put emphasis on leading to up-gradation of confidence levels.

Furthermore, they are required to overcome the feelings of apprehensiveness and vulnerability. This is regarded as vital in doing well in all types of performance appraisal methods and generating desired outcomes. Furthermore, room will be open towards achieving educational goals and leading to up-gradation of overall system of education. Hence, performance appraisal methods are regarded as vital in educational institutions of all levels in leading to effective growth and development of students. Therefore, one is able to acquire an understanding of meaning and significance of performance appraisal methods, when these are approving in achieving educational goals and leading to up-gradation of overall system of education.

Throughout the implementation of job duties and pursuance of educational programs, educators and students are required to augment information in terms of certain factors. The different factors are, implementing effective communication processes; honing analytical and critical-thinking skills; making wise and productive decisions in terms of various areas; taking out sufficient amount of time for all job duties and responsibilities; providing solutions to different types of problems; augmenting competencies, abilities and aptitude; forming cordial and amiable terms and relationships with others; putting in efforts to one's best abilities; possessing the abilities to work under stress and carrying out all types of tasks and activities in a well-ordered manner.

The students and other members also need to acknowledge and put into operation all these factors. As a consequence, individuals will render an important contribution in achievement of desired goals and objectives. Furthermore, they will render an important contribution in achievement of educational goals and leading to up-gradation of overall education system. The implementation of performance appraisal methods are facilitating in augmenting information in terms of these factors. Therefore, an understanding of meaning and significance of performance appraisal methods is acquired, when one is augmenting information in terms of different types of factors.

## B. Understanding Performance Appraisal Methods

In educational institutions of all levels, educators are to play an important role in promoting student learning, achieving educational goals and leading to up-gradation of overall system of education. They are required to make use of their educational qualifications, skills and abilities in an effective manner. When recruitment and selection of educators takes place, there are various factors that needs to be taken into account by hiring authorities. The different types of factors are, educational qualifications, competencies, abilities, aptitude, personality traits and work experience. In some cases, especially in cases of higher educational institutions, test scores are also important to be considered. Hence, individuals get selected, when they meet the criteria (Student Assessment, 2011) [3].

Furthermore, they need to be well-informed in terms of their job duties and responsibilities. In addition, they are required to augment information in terms of different types of methodologies, which are necessary to carry these out in a well-ordered manner. Performance appraisal methods are regarded as vital in order to promote student learning in an efficacious manner. The educators need to ensure, they are well-equipped in terms of these. In addition, up-gradation of traits of morality, ethics, diligence and conscientiousness will be put into operation in a satisfactory manner. Therefore, different types of performance appraisal methods have been stated as follows:

## C. Class Assignments

The class assignments are referred to the assignments, which are being put into operation by the students in class. These are carried out on an individual basis or in teams comprising of two or more students. These are lengthy as well as brief. These can be put into practice in more amount of time or can be less time-consuming. The students need to acquire an efficient understanding of academic subjects and lesson plans in order to carry out different types of class assignments in a well-ordered manner. The educators supervise the class assignments of the students. Before, giving these, they usually organize a question and answer session.

In this session, the students put forward their questions and clarify their doubts in terms of different types of subjects and concepts. As a consequence, students will be able to augment their information and clarify their doubts. Furthermore, they will be well-prepared in order to carry out their class assignments in a well-ordered manner. Furthermore, they will meet the expectations of their educators. The feedback in terms of these assignments is provided on an immediate basis or after a certain time-frame. Therefore, class assignments are regarded as one of the indispensable performance appraisal methods.

## D. Homework Assignments

The homework assignments are regarded as assignments, which are given by educators to students for homework. The homework assignments are lengthy as well as brief. These can be put into practice in more amount of time or can be less time-consuming.



The students need to acquire an efficient understanding of academic subjects and lesson plans in order to carry out different types of class assignments in a well-ordered manner. The students need to acquire an efficient understanding of academic subjects and lesson plans in order to carry out different types of homework assignments in a well-organized manner. The homework assignments are also put into operation on an individual basis or in teams comprising of two or more individuals. Within homes, students may involve their parents, grandparents, siblings and other family members in putting into practice different types of homework assignments. One of the important aspects that needs to be taken into account is, decency and goodness needs to be reinforced, when elder individuals are involved. The lengthy homework assignments are given sufficient amount of time, whereas, brief assignments need to be submitted in less amount of time. Therefore, homework assignments are one of the significant performance appraisal methods.

## II. COMPETITIONS

Within educational institutions of all levels, there are organization of competitions in terms of different types of subjects. These are inter-school as well as intra-school. Furthermore, these are organized in terms of different types of extra-curricular and creative activities, i.e. artworks, handicrafts, singing, dancing, playing of musical instruments, role playing, physical activities and various types of sports. The students are participating in different types of competitions on an individual basis or in groups comprising of two or more students. The main objective of all types of competitions is to ensure, students acquire an efficient understanding of the concepts. In academic subjects as well as in different types of extra-curricular and creative activities, one needs to ensure, they acquire an efficient understanding of the concepts. As a consequence, they will contribute efficiently in doing well in their job duties, achieving desired goals and objectives and leading to up-gradation of overall structure of the organizations. The students do get overwhelmed by the feelings of apprehensiveness and vulnerability, but they need to overcome these. Furthermore, these are prevented from giving rise to impediments within the course of generation of desired outcomes. In order to be successful, it is of utmost significance to lead to up-gradation of confidence levels. These are regarded as vital in carrying out different types of tasks and activities in a well-ordered and satisfactory manner. Therefore, competitions are an expedient performance appraisal method.

### A. Quizzes

Quizzes are referred to tests, puzzles, games, contests, exercises, examinations and questions. The quizzes are organized on the basis of academic subjects and lesson plans. Furthermore, quizzes based on general knowledge are common, which are organized in educational institutions of all levels. The individuals are participating in different types of competitions on an individual basis or in groups comprising of two or more students. The main objective of all types of competitions is to ensure, individuals acquire an efficient understanding of the concepts. Before organization of quiz competitions, students are informed and they need to be well-prepared. Furthermore, they need to ensure, they

obtain answers to all types of questions and clarify their doubts in terms of different subjects. The quizzes are considered to be enjoyable and motivating. These are inter-school as well as intra-school. In some cases, the family members of the students are also invited. The students need to ensure, they hone confidence levels and overcome the feelings of apprehensiveness and vulnerability. This is essential in order to participate in different types of quizzes in a successful manner. As a consequence, one will render an important contribution in pleasing their educators. Therefore, quizzes are an eminent performance appraisal method.

### B. Debates

Debates are referred to arguments and discussions. These are organized within the classroom settings. The educators in educational institutions of all levels give a topic to the students on the basis of which they are required to organize debates. The debates take place among students as a whole class or in groups comprising of two or more students. The students are able to hone communication and public-speaking skills, when they are participating in debates. In order to promote enhancement of their participation, students need to acquire an efficient understanding of the academic subjects and lesson plans. Furthermore, they are required to lead to up-gradation of their confidence levels. In addition, feelings of apprehensiveness and vulnerability needs to be prevented from giving rise to impediments within the course of carrying out job duties in a well-ordered manner. The main objective of organizing debates to enable students in getting to know each other. Furthermore, they are able to generate information in terms of each other's cultures and backgrounds. In addition, they will form cordial and amiable terms and relationships with each other. One of the important aspects that all the participants need to take into account is, the debates should not assume form of heated arguments. The participants need to communicate in an effective manner and treat each other in a respectful and courteous manner. Therefore, debates are a renowned performance appraisal method.

### C. Presentations

The students in educational institutions of all levels are encouraged to give presentations. The presentations are regarded as one of the indispensable performance appraisal methods. These are organized on the basis of academic subjects and lesson plans. The educators make sure the students are well-informed in terms of presentation skills, i.e. obtaining adequate information in terms of academic subjects and concepts; honing technical skills as, Power Points are utilized to give presentations in most cases; one needs to speak clearly and fluently; maintain the timings of presentations; one should not read directly from the reading materials; one needs to provide accurate answers to questions put forward by audience; one needs to maintain eye contact with the audience; one needs to have a pleasant facial expression; overcome the feelings of apprehensiveness and vulnerability; possess an approachable nature and an amiable attitude and possess a pleasant personal appearance.



## Performance Appraisal Methods: Essential in Promoting Student Learning

The students will render an important contribution in doing well in their job duties and meet the expectations of educators, when they are honing presentation skills. Furthermore, they need to inculcate the traits of morality, ethics, diligence and conscientiousness. These traits are regarded to be of utmost significance in making presentations successful. Therefore, presentations are a meaningful performance appraisal method.

### III. GROUP DISCUSSIONS

Group discussions are referred to the discussions that take place among students in terms of academic subjects and lesson plans. The educators encourage these within the classroom settings with the main purpose of promoting student learning in terms of academic subjects and lesson plans. Furthermore, students are provided with the opportunities of putting forward their questions and clarifying their doubts. The group discussions take place among students as a whole class or in groups comprising of two or more students. The students are able to hone communication and public-speaking skills, when they are participating in group discussions. The up-gradation of these skills are regarded to be of utmost significance for all the students to prepare themselves for practical life.

In order to promote enhancement of their participation, students need to acquire an efficient understanding of the academic subjects and lesson plans. Furthermore, they are required to lead to up-gradation of their confidence levels. One of the important aspects that all the participants need to take into account is, the group discussions should not assume form of heated arguments. The participants need to communicate in an effective manner and treat each other in a respectful and courteous manner. Therefore, group discussions are a worthwhile performance appraisal method.

#### A. Role Plays

The role plays are regarded as methods in which students are required to assume the roles of characters in a play. The students in schools are encouraged towards role plays in the subjects of English, Hindi and history. In acquiring an efficient understanding of academic subjects and lesson plans, they assume the roles of the characters and act out the play. The role plays are enjoyable and motivating to the students. In other words, they take pleasure in augmenting their learning and understanding in terms of different types of subjects and concepts. The participants are required to speak their dialogue. Hence, they need to memorize their lines in an appropriate manner.

Furthermore, they are required to put emphasis on leading to up-gradation of confidence levels. In addition, the feelings of apprehensiveness and vulnerability needs to be prevented from giving rise to impediments within the course of generation of desired outcomes. One of the major benefits of role plays is, the students are able to hone communication and public-speaking skills, when they are participating in role plays. The up-gradation of these skills are regarded to be of utmost significance for all the students to prepare themselves for getting engaged in employment opportunities. Therefore, role plays are a notable performance appraisal method.

#### B. Tests and Exams

The students in educational institutions of all levels are required to take tests and exams. The educators organize these within class or after the completion of semester. After the educators have imparted information among students in terms of academic subjects and lesson plans, they organize tests and exams. The students are in most cases informed when these are organized within the classroom settings, but in some cases surprise tests are also given. On the other hand, before organization of final exams, the students are given sufficient amount of time to prepare. Furthermore, they need to acquire an efficient understanding of academic subjects and lesson plans. In addition, they need to hone confidence levels and overcome the feelings of apprehensiveness and vulnerability.

The tests and exams are regarded to be put into operation in a systematic and methodological manner. The students need to ensure, they take their ID, admit card and stationary inside the examination hall. Furthermore, they are not allowed to take mobile phones, ear phones, head phones or any other gadgets. The invigilator is vested with the authority and responsibility to make sure the students are abiding by all the rules and norms of the examination hall (Tilak, n.d.) [4]. This is regarded to be of utmost significance in making examinations carried out in a systematic and methodological manner. Therefore, tests and exams are a noteworthy performance appraisal method.

#### C. Public-Speaking

As the name implies, public-speaking is referred to speaking in public. This is regarded as vital for all students in order to prepare themselves for practical life. Furthermore, in all types of employment settings as well, this is regarded to be of utmost significance. In leading to up-gradation of public-speaking skills among students, there are various factors, which educators convey to students, i.e. obtaining adequate information in terms of academic subjects and concepts; one needs to speak clearly and fluently; maintain the timings of public-speaking; one should not read directly from the reading materials; one needs to provide accurate answers to questions put forward by audience; maintain goodness and decency in one's attitude; one needs to maintain eye contact with the audience; one needs to have a pleasant facial expression; overcome the feelings of apprehensiveness and vulnerability; possess an approachable nature and an amiable attitude and possess a pleasant personal appearance.

As a consequence of leading to up-gradation of these skills, students will incur the feelings of pleasure and contentment. One of the important aspects that needs to be taken into account is, these skills are facilitating to the individuals in augmenting competencies and abilities. These are utilized in personal and professional lives. Furthermore, all the members will render an important contribution in carrying out their job duties and responsibilities in a satisfactory manner. Therefore, public-speaking is an essential performance appraisal method.



#### IV. ADVANTAGES OF PERFORMANCE APPRAISAL METHODS

The performance appraisal methods are regarded as an integral part of education in educational institutions of all levels. The educators and students will be able to carry out their job duties and responsibilities in an adequate manner. Furthermore, they are required to hone their information in terms of different types of methodologies and procedures to generate desired outcomes (Pushpanadham, 2001) [1]. Furthermore, in order to carry out tasks and activities in a successful manner, one needs to inculcate the traits of morality, ethics, diligence and conscientiousness. As a consequence, both educators and students will render an important contribution in doing well in one's job duties and generating desired outcomes.

The performance appraisal methods are advantageous to educators, students and to the overall system of education. Therefore, advantages of performance appraisal methods are, leading to up-gradation of motivation and concentration levels; promoting student learning; facilitating in improving teaching-learning methods and materials; approving in achieving academic goals and encouraging in up-gradation of overall system of education. These are stated as follows:

##### A. Leading to Up-gradation of Motivation and Concentration Levels

In educational institutions of all levels, all the members need to put emphasis on leading to up-gradation of motivation and concentration levels towards their job duties. Furthermore, their mind-sets will be stimulated and they will put in their best efforts in carrying out tasks and activities in a well-ordered manner. The students, belonging to all grade levels aspire to score good grades and meet the expectations of their educators. Hence, when different types of performance appraisal methods are being put into operation, the educators as well as students themselves put emphasis on honing motivation and concentration levels.

As a consequence, they will work diligently in carrying out various types of tasks and activities in a well-ordered and regimented manner. Furthermore, they will be able to do well and score good grades. In this manner, all the students will incur the feelings of pleasure and contentment. As a consequence, the room will open towards enhancement of career prospects. Therefore, leading to up-gradation of motivation and concentration levels is regarded as one of the indispensable advantages of performance appraisal methods.

##### B. Promoting Student Learning

In educational institutions of all levels, the educators are putting into operation different types of performance appraisal methods in order to promote student learning. When students are participating in different types of performance appraisal methods, they are able to augment information in terms of academic subjects and lesson plans. Furthermore, they are able to augment their information in terms of essential factors, which are facilitating in achievement of educational goals. One of the major benefits is, students put forward their questions and clarify their doubts in terms of different types of subjects and concepts.

As a consequence, students will be able to augment their information and clarify their doubts. Furthermore, they will

be well-prepared in order to enhance their participation in all types of performance appraisal methods in a well-ordered manner. Furthermore, they will meet the expectations of their educators. As a consequence, students will be well-prepared to achieve educational goals and lead to up-gradation of overall system of education. Therefore, promoting student learning is one of the significant advantages of performance appraisal methods.

##### C. Facilitating in Improving Teaching-Learning Methods and Materials

The educators and students are required to work in collaboration and integration with each other in achieving educational goals and leading to up-gradation of overall system of education. The performance appraisal methods are facilitating in leading to improvements in teaching-learning methods and materials. The educators and students need to work in co-ordination with each other in bringing about improvements in these. The educators take into account various factors in implementing teaching-learning methods in an effective manner. These are, grade levels of students, learning abilities of students, educational goals, academic subjects and lesson plans and overall system of education.

The different types of teaching-learning materials are, books, articles, projects, reports, newspapers, magazines, tools, devices, images, pictures, charts, graphs, maps, apparatus, equipment and various types of technologies. The educators and students need to possess these in order to implement performance appraisal methods in a satisfactory manner. Furthermore, improvements are brought about in different types of teaching-learning methods and instructional strategies in a well-ordered manner. Therefore, facilitating in improving teaching-learning methods and materials is a noteworthy advantage of performance appraisal methods.

##### D. Approving in Achieving Academic Goals

In educational institutions of all levels, the different types of academic goals are, promoting student learning; leading to their effective growth and development; leading to up-gradation of teaching-learning methods and materials; promoting enhancement of instructional strategies; organizing seminars and workshops; encouraging different types of extra-curricular and creative activities; making provision of infrastructure, amenities and facilities; managing financial, human, technical, material and information resources; forming cordial and amiable terms and relationships with each other; putting into practice modern, scientific and innovative methods and materials and leading to up-gradation of overall system of education.

The performance appraisal methods are facilitating in achieving all types of academic goals. As a consequence, students and educators will augment their knowledge and understanding. Furthermore, they will put in efforts to their best abilities in overcoming all types of setbacks. In addition, these are prevented from giving rise to impediments within the course of carrying out all types of tasks and activities in a well-ordered manner.

# Performance Appraisal Methods: Essential in Promoting Student Learning

As a consequence, academic goals will be achieved in a satisfactory manner. Therefore, approving in achieving academic goals is a meaningful advantage of performance appraisal methods.

## V. ENCOURAGING IN UP-GRADATION OF OVERALL SYSTEM OF EDUCATION

The educators and students have one of the major goals of leading to up-gradation of overall system of education. As a consequence of participating in different types of performance appraisal methods, students are able to generate information in terms of all the factors, which are facilitating in the achievement of this goal. The different factors are, implementing effective communication processes; honing analytical and critical-thinking skills; making wise and productive decisions in terms of various areas; taking out sufficient amount of time for all tasks and activities; providing solutions to different types of problems; augmenting competencies, abilities and aptitude; forming cordial and amiable terms and relationships with others; putting in efforts to one's best abilities; possessing the abilities to work under stress and carrying out all types of tasks and activities in a well-ordered manner.

The educators and other members also need to acknowledge and implement all these factors. As a consequence, individuals will render an important contribution in achievement of desired goals and objectives. Furthermore, they will render an important contribution in achievement of educational goals and leading to up-gradation of overall education system. Therefore, encouraging in up-gradation of overall system of education is an essential advantage of performance appraisal methods.

## VI. CONCLUSION

In educational institutions of all levels, performance appraisal methods have acquired prominence. Different types of performance appraisal methods are, class assignments, homework assignments, competitions, quizzes, debates, presentations, group discussions, role plays, tests and exams and public-speaking. Advantages of performance appraisal methods are, leading to up-gradation of motivation and concentration levels; promoting student learning; facilitating in improving teaching-learning methods and materials; approving in achieving academic goals and encouraging in up-gradation of overall system of education. Finally, it can be stated, performance appraisal methods are facilitating in achieving educational goals.

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- **Data Access Statement and Material Availability:** The adequate resources of this article are publicly accessible.
- **Authors Contributions:** The authorship of this article is attributed as a sole author.

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