INC EA ING E I A HE O KPLACE

EMPLOYEE PERFORMANCE ASSESSMENT AND FEEDBACK SYSTEM TOOLKIT

EP : CON IDE A IA ION IN E I

Dr s
M P -C , P D
L. B , J., D
K C , P D

Work Equity s a i i i ai C r r i al I ai a C lg l i al r k.
b / r k j

s i s ?
l a a s a r k j @ b

Work Equity s g r a l r i g r i r m r k s r ai al r k la E j .
a a l a i a r a s i i H M a i s s r i s . r a m r
b i s s g : // b b - b s s s i s r - r s i al - ai / s / - ai a s - - r k la j . ml

C rig 2023 C lg l i al r k
All g s s r

3.0 [illegible]

[illegible] Emp[illegible] r rma[illegible] As[illegible]ss m a f[illegible] b[illegible]k s[illegible]m [illegible] [illegible] r g a i ai a r[illegible]ss [illegible]ss b[illegible] a i ai s i [illegible] j r Emp[illegible] r rma[illegible] As[illegible]ss m a f[illegible] b[illegible]k s[illegible]m.

Fi[illegible] 8: [illegible] 3[illegible] E[illegible] P[illegible] A[illegible] F[illegible]

3.1 [illegible]

I[illegible] s l ai i [illegible] m[illegible]b[illegible]s [illegible] E[illegible]j l i i ai [illegible] C mm i[illegible], [illegible] l a[illegible]rs( ) [illegible] E[illegible]j l i i ai [illegible] ill[illegible]i[illegible] [illegible] l b[illegible] i i [illegible] [illegible] s ai s b[illegible] m[illegible]s, [illegible] r[illegible]s i [illegible] Emp[illegible] r rma[illegible] As[illegible]ss m a f[illegible] b[illegible]k s[illegible] m a s[illegible] [illegible] r[illegible]s m[illegible] a r b [illegible] m[illegible]s, a l ai s i [illegible] m g ra[illegible] a s[illegible] i a l i [illegible] i g r[illegible].

Option 1: [illegible] l s [illegible] j s i s i r[illegible] #6 b[illegible] l g j a i[illegible] s s i i [illegible] m[illegible]b[illegible]s r E[illegible]j l i i ai [illegible] C mm i[illegible].

Option 2: [illegible] E[illegible]j l i i ai [illegible] C mm i[illegible] [illegible] l[illegible] [illegible] i[illegible] s s i g r[illegible] (r[illegible] am[illegible] b r b g l[illegible] s, [illegible] s g r[illegible], [illegible].) i [illegible] m[illegible]s a[illegible] a l a[illegible] i s[illegible] i[illegible] [illegible] m g ra[illegible] a s[illegible] i a l i [illegible] i g r[illegible].

3.2 [illegible] 3[illegible]

[illegible] r s[illegible] s[illegible] A i [illegible] j s i s b[illegible] r g a i ai s Emp[illegible] r rma[illegible] As[illegible]ss m a f[illegible] b[illegible]k s[illegible] m[illegible] i [illegible] i s m i s g b[illegible] [illegible] j r[illegible] ai a a r i g r[illegible] m[illegible]s, [illegible] r all.

B[illegible] i s [illegible] g r [illegible] r s a [illegible] j [illegible] r[illegible]s r[illegible] m[illegible]s?

[illegible] r g a i ai [illegible] a [illegible] s i r [illegible] r is Em[illegible] r r ma[illegible] As[illegible]ss m[illegible] a [illegible] b [illegible] k s [illegible] mis [illegible] all ar [illegible] i [illegible] s [illegible] i a l a [illegible] mg ra[illegible] i [illegible] i [illegible]s , i [illegible] l i g [illegible] a l a [illegible] i [illegible] :

- , r [illegible]s / [illegible] i [illegible]s ,
- , g [illegible] r i [illegible] i [illegible]s ,
- , s [illegible] al r [illegible] ai s ,
- , g [illegible]s ,
- , [illegible] g i s a l ai s ,
- , ai ab [illegible] g r s ,
- , b i l [illegible]s / is b i l [illegible]s , a
- , j b [illegible] l as i [illegible] ai s (r [illegible] am[illegible] , [illegible] r -i m[illegible] s . [illegible] ll-i m[illegible] , [illegible] m[illegible] s . [illegible] m[illegible] , [illegible] r [illegible] is s . m[illegible] s).

r [illegible] #6 (ll i g [illegible]s) [illegible] s [illegible] s [illegible] [illegible] r C ag[illegible] i [illegible] r g a i ai s , Em[illegible] r r ma[illegible] As[illegible]ss m[illegible] a [illegible] b [illegible] k s [illegible] m.

1. [illegible]s
2. r [illegible]s
3. l a i g , Da a C [illegible] i , a E al ai
4. [illegible]s a A[illegible] b i l [illegible]s
5. C l [illegible]
6. C l ma[illegible]
7. C mm [illegible] ai s

([illegible] s [illegible] r [illegible] B [illegible] Em[illegible] r r ma[illegible] As[illegible]ss m[illegible] a [illegible] b [illegible] k s [illegible] m [illegible] r [illegible] ss i [illegible] [illegible] r C ag[illegible] .)

Task 1: Consider Variations in Employees' Equity Experiences

> D[illegible] i s :
>
> r [illegible] #6 (ll i g [illegible]s) [illegible] i r g a i ai i [illegible] [illegible] r C ag[illegible] i r Em[illegible] r r ma[illegible] As[illegible]ss m[illegible] a [illegible] b [illegible] k s [illegible] m[illegible] m [illegible] - s l i [illegible] r [illegible] i [illegible] g[illegible] r [illegible] a a g[illegible] r [illegible] i [illegible] gr [illegible] .
>
> F r [illegible] ll i g [illegible] s i s , i [illegible] [illegible] mg ra[illegible] a s [illegible] i a l i [illegible] i gr [illegible] i r r k [illegible] . Is r [illegible] mm[illegible] s i r [illegible] mm i [illegible] m[illegible] b[illegible] s / [illegible] r m[illegible] gr [illegible] i [illegible] a [illegible] r [illegible] l b[illegible] a i ai a r[illegible] s l s i a l [illegible] k [illegible] j .

C i [illegible] [illegible]

EPAF #6

LC EPAF:

A

Emplâs iâr râs/ âifs:

Emplâs iâr gâ ri ifs:

Emplâs iâr sâ ul rî ais:

Emplâs iâr gâs:

Emplâs iâr ñ gi s a lais:

Emplâs iâr ai ab à gr s:

Emplâs iâr bilîs/ isbilîs:

Emplâs i jbs i iâr à lasi à ais (g., ar-im s. ll-im, â mp s. â â mp, à ra ıs s: mplâs):

EPAF #6 ( )

LCEPAF: P

A

Em[illegible]s i[illegible] ra[illegible]s / [illegible]i[illegible]s :

Em[illegible]s i i[illegible] g[illegible] [illegible]ri[illegible] i[illegible]s :

Em[illegible]s i i[illegible] s[illegible] [illegible]al r[illegible] ai s :

Em[illegible]s i[illegible] g[illegible]s :

Em[illegible]s i i[illegible] [illegible]gi s a lai s :

Em[illegible]s i i[illegible] ai ab[illegible]g r[illegible] s :

Em[illegible]s i i[illegible] bil[illegible]s / [illegible]bil[illegible]s :

Em[illegible]s i jbs i i[illegible] [illegible]lasi[illegible] ai s (g., [illegible]a -i[illegible] s. [illegible]ll-i[illegible], [illegible] m[illegible]s. [illegible] m[illegible], [illegible] ra[illegible] s s. m[illegible]s):

E P A F #6 ( )

L C E P A F : P E

I

Em s i r s / i s :

Em s i i g ri i s :

Em s i i s al r ai s :

Em s i g s :

Em s i i gi s a lai s :

Em s i i ai ab a gr s :

Em s i i bil s / i bil s :

Em s i jbs i i a lasi ai s (g., a -i s. ll-i , m s. m, r a s s. m s):

E P A F #6 ( )

L C E P A F : A 3 A

I E P A F

Em[illegible]s i[illegible] r[illegible]s / [illegible]i[illegible]s :

Em[illegible]s i i[illegible] g[illegible] [illegible]ri[illegible] i[illegible]s :

Em[illegible]s i i[illegible] s[illegible] [illegible]al r[illegible] ai s :

Em[illegible]s i[illegible] g[illegible]s :

Em[illegible]s i i[illegible] [illegible]gi s a lai s :

Em[illegible]s i i[illegible] ai ab[illegible]g r s :

Em[illegible]s i i[illegible] bil[illegible]s / [illegible]bil[illegible]s :

Em[illegible]s i jbs i i[illegible] [illegible]lasi[illegible] ai s (g., [illegible]r-i[illegible] s. [illegible]ll-i[illegible], [illegible] m[illegible]s. [illegible] m[illegible], [illegible] r[illegible] s s. m[illegible]s):

[illegible] #6 ([illegible])

[illegible]

A

Em[illegible]s i[illegible] r[illegible]s / [illegible]i[illegible]s :

Em[illegible]s i i[illegible] g[illegible] [illegible]ri[illegible] i[illegible]s :

Em[illegible]s i i[illegible] s[illegible] [illegible]al r[illegible] ai s :

Em[illegible]s i[illegible] g[illegible]s :

Em[illegible]s i i[illegible] [illegible]gi s a lai s :

Em[illegible]s i i[illegible] ai ab[illegible]g r[illegible] s :

Em[illegible]s i i[illegible] bil[illegible]s / is bil[illegible]s :

Em[illegible]s i jbs i i[illegible] [illegible]lasi[illegible] ai s [illegible](g ., [illegible]r -i[illegible] s . [illegible]ll-i[illegible], [illegible] m[illegible]s . [illegible] m[illegible], [illegible] r[illegible] s s : m[illegible]s):

E P A F #6 ( )

L C E P A F :

Em[illegible]s i[illegible] ra[illegible]s / [illegible]i[illegible]s :

Em[illegible]s i i[illegible] g[illegible] ri[illegible] i[illegible]s :

Em[illegible]s i i[illegible] s[illegible] al r[illegible] ai s :

Em[illegible]s i[illegible] g[illegible]s :

Em[illegible]s i i[illegible] [illegible]gi s a l ai s :

Em[illegible]s i i[illegible] ai ab[illegible]g r s :

Em[illegible]s i i[illegible] bil[illegible]s / [illegible]bil[illegible]s :

Em[illegible]s i jbs i i[illegible] [illegible]asi[illegible] ai s (g., [illegible]-i[illegible] s. ll-i[illegible], [illegible] m[illegible]s. [illegible] m[illegible], [illegible] ra[illegible] s s. m[illegible]s):

EPAF #6 ( )

LCEPAF: C

A

Emplois inférieurs / ifs :

Emplois inférieurs gérifs :

Emplois inférieurs salrifs :

Emplois inférieurs gés :

Emplois inférieurs gisalais :

Emplois inférieurs ai abagrus :

Emplois inférieurs bilifs / isbilifs :

Emplois ijbs inférieurs lasiais (g., ar-imis. ull-imis, mps. mps, rasis: mplis):

STEP 5
Implement