



# Performance Evaluation in the Human Services (Haworth Social Administration)

*Simon Slavin, Wayne Matheson, Kenneth Millar, Cornelius Van Dyk*

Download now

[Click here](#) if your download doesn't start automatically

# Performance Evaluation in the Human Services (Haworth Social Administration)

*Simon Slavin, Wayne Matheson, Kenneth Millar, Cornelius Van Dyk*

**Performance Evaluation in the Human Services (Haworth Social Administration)** Simon Slavin, Wayne Matheson, Kenneth Millar, Cornelius Van Dyk

Performance Evaluation in the Human Services is a practical, specific book for managers on how to conduct performance evaluations. The book moves beyond the traditional rating scale and focuses on a new model involving the employee in the evaluation process. It stresses the need for evaluation scales to match the job description in a manner that is educational, future-oriented, and time-saving. Managers who must conduct performance reviews will find that this book presents a unique advancement on the use of behaviorally anchored rating scales for evaluation. The authors focus on the developmental/educational components of evaluation and stress employee empowerment as a result of evaluation. The authors have created an employee review system with three core components. The new appraisal model works on a "One Size Fits All" philosophy. It can be applied to all employees while the exact evaluating qualities differ as each job description does. Fundamental features of this new evaluative model include:

- the use of the "Benchmark" concept, a scale which indicates the level of the organization's expectations and balances the administrative (evaluative) components and professional (developmental) issues
  - BARS, Behaviorally Anchored Rating Scales
  - CORE and A LA CARTE Dimensions which allows for evaluation of generic aspects of performance and job specific components
  - the use of traditional approaches to evaluation such as trait-based scales and forced comparison techniques
- The rating system in Performance Evaluation in the Human Services serves as a means of identifying areas for middle and upper managers to identify areas for employees' professional growth and self-development. This approach is goal-oriented and can change and grow with the employee and the organization. Most importantly, it is built by both staff and management to be used as a tool for working together to define specific job requirements and how these requirements can be met and evaluated.

 [Download Performance Evaluation in the Human Services \(Hawo ...pdf](#)

 [Read Online Performance Evaluation in the Human Services \(Ha ...pdf](#)

## **Download and Read Free Online Performance Evaluation in the Human Services (Haworth Social Administration) Simon Slavin, Wayne Matheson, Kenneth Millar, Cornelius Van Dyk**

---

### **From reader reviews:**

#### **Steve Duran:**

As people who live in the actual modest era should be up-date about what going on or facts even knowledge to make these people keep up with the era which can be always change and move ahead. Some of you maybe will update themselves by examining books. It is a good choice for yourself but the problems coming to you is you don't know which one you should start with. This Performance Evaluation in the Human Services (Haworth Social Administration) is our recommendation to make you keep up with the world. Why, since this book serves what you want and need in this era.

#### **Ian Coghlan:**

Spent a free a chance to be fun activity to try and do! A lot of people spent their sparetime with their family, or their very own friends. Usually they undertaking activity like watching television, gonna beach, or picnic inside park. They actually doing same task every week. Do you feel it? Do you wish to something different to fill your own personal free time/ holiday? Could possibly be reading a book might be option to fill your totally free time/ holiday. The first thing that you will ask may be what kinds of guide that you should read. If you want to test look for book, may be the book untitled Performance Evaluation in the Human Services (Haworth Social Administration) can be excellent book to read. May be it might be best activity to you.

#### **William Barnett:**

The book Performance Evaluation in the Human Services (Haworth Social Administration) has a lot info on it. So when you check out this book you can get a lot of advantage. The book was compiled by the very famous author. This articles author makes some research previous to write this book. This book very easy to read you can obtain the point easily after looking over this book.

#### **Mary Christensen:**

Do you one of the book lovers? If so, do you ever feeling doubt if you are in the book store? Make an effort to pick one book that you find out the inside because don't judge book by its include may doesn't work is difficult job because you are afraid that the inside maybe not since fantastic as in the outside look likes. Maybe you answer might be Performance Evaluation in the Human Services (Haworth Social Administration) why because the excellent cover that make you consider in regards to the content will not disappoint you. The inside or content is fantastic as the outside or cover. Your reading 6th sense will directly show you to pick up this book.

**Download and Read Online Performance Evaluation in the Human Services (Haworth Social Administration) Simon Slavin, Wayne Matheson, Kenneth Millar, Cornelius Van Dyk #4J3OL1PH8MX**

## **Read Performance Evaluation in the Human Services (Haworth Social Administration) by Simon Slavin, Wayne Matheson, Kenneth Millar, Cornelius Van Dyk for online ebook**

Performance Evaluation in the Human Services (Haworth Social Administration) by Simon Slavin, Wayne Matheson, Kenneth Millar, Cornelius Van Dyk Free PDF d0wnl0ad, audio books, books to read, good books to read, cheap books, good books, online books, books online, book reviews epub, read books online, books to read online, online library, greatbooks to read, PDF best books to read, top books to read Performance Evaluation in the Human Services (Haworth Social Administration) by Simon Slavin, Wayne Matheson, Kenneth Millar, Cornelius Van Dyk books to read online.

### **Online Performance Evaluation in the Human Services (Haworth Social Administration) by Simon Slavin, Wayne Matheson, Kenneth Millar, Cornelius Van Dyk ebook PDF download**

**Performance Evaluation in the Human Services (Haworth Social Administration) by Simon Slavin, Wayne Matheson, Kenneth Millar, Cornelius Van Dyk Doc**

**Performance Evaluation in the Human Services (Haworth Social Administration) by Simon Slavin, Wayne Matheson, Kenneth Millar, Cornelius Van Dyk Mobipocket**

**Performance Evaluation in the Human Services (Haworth Social Administration) by Simon Slavin, Wayne Matheson, Kenneth Millar, Cornelius Van Dyk EPub**