



ASSESSING THE EFFECTIVENESS OF PERFORMANCE APPRAISAL SYSTEM IN LOCAL GOVERNMENT UNIT IN NASUGBU

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ABSTRACT

Performance appraisal systems are critical in evaluating employee performance and fostering productivity within organizations. This study assessed the effectiveness of the performance appraisal system in the Local Government unit in Nasugbu. Despite initial assumptions about its impact, it is essential to understand the actual experiences and perceptions of employee regarding the appraisal process.

The research involves fifty (50) respondents, most of them are at aged 31 to 40, primarily male and holding bachelor's degrees. The results indicated high levels of employee engagement and participation in the performance appraisal process. Respondents reported that the system was effectively high implemented and had a significant influence on their performance. However, they also identified various challenges and barriers encountered during the implementation of the performance appraisal system. There was no significant differences in assessing the effectiveness of performance appraisals system based on the respondents' profiles. An action plan was developed by the researcher based on the findings to address these challenges and enhance the effectiveness of the appraisal system.

Keywords: *performance appraisal, LGU Nasugbu, employee performance, engagement, implementation challenges, action plan*

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