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PERFORMANCE APPRAISAL SYSTEM AND EMPLOYEE MOTIVATION AMONG EMPLOYEES: BASIS FOR AN IMPROVED EVALUATION MODEL

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ABSTRACT

This study assessed the performance appraisal system and employee motivation among employees of Canyon Cove Hotel and Spa as basis for an improved evaluation model. It focused in the assessment of performance appraisal system and employee motivation.

The participants in this study were two-hundred seventeen (217) employees using Cronbach method of computing the sample size. The study employed purposive sampling. The researcher used a survey that was specifically designed to gather important information about the profile of the respondents, including their age, sex, and length of service; the evaluation of the performance appraisal system and employee motivation in terms of effort exerted by employees that leads to expectancy, instrumentality, and valence; psychological needs: autonomy, competence, and relatedness; and judgement of fairness of outcomes, procedures, and interpersonal treatment. The study yielded the following findings: majority of the respondents belong to age bracket 20 to 29 years old, female, and 1 to 3 years in service. The respondents agreed that employees' effort exerted by employees that leads to expectancy, instrumentality, and valence, psychological needs: autonomy, competence, and

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relatedness, and judgement of fairness of outcomes, procedures, and interpersonal treatment have impact on the assessment of the performance appraisal system and employee motivation. There is no significant difference on the assessment of the respondents in the performance appraisal system and employee motivation when profile was considered. Hence, the Improved Evaluation Model was crafted to monitor, support and enhance the performance appraisal system and employee motivation among the employees based on the results of the study.

Keywords: *performance appraisal system, employee motivation, expectancy, instrumentality, and valence, psychological needs: autonomy, competence, and relatedness, outcomes, procedures, and interpersonal treatment*

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