Background

- Performance appraisals (PA) critical to work environment (Bednall, Sanders, & Runhaar, 2014)
- Purposeful PA practices yield positive ratee satisfaction and organizational commitment (Iqbal, Akbar & Budhwar, 2015)
  - Need to identify problems with PAs to establish new techniques and more accurate, purposeful formats
- Little research on PA purposefulness relating to PA format

Research Question

How does PA format relate to the managers’ perceived purposefulness of the PA system?

Methods

- Sampled library directors
  - 478 complete responses
- Survey detailing PA process
  - PA format - 10 options
  - Aligned reactions with 4 types of purposefulness

Initial Results

- List of tasks relates to most purposes
- Ratingless reviews and self lists relate to strategic purposes
- Benchmarking and ranking had no significant correlations