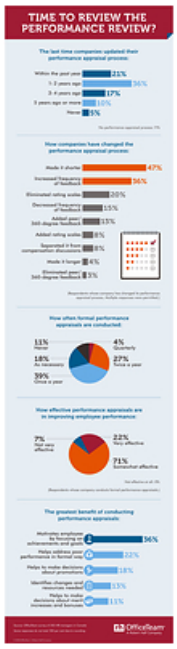
Robert Half Canada

The New Performance Review: Shorter and More Frequent, Survey Says



- More than half of companies inCanada have updated their performance appraisals in the past two years
- Employers have most often made the process shorter and increased the frequency of feedback
- 70 per cent of companies conduct formal reviews at least annually; 31 per cent hold them twice a year or quarterly

TORONTO, Dec. 12, 2018 /CNW/ - The performance review is getting a makeover, suggests new research from staffing firm OfficeTeam. More than half of companies in Canada (57 per cent) have updated their performance appraisals within the past two years. Top changes include making the process shorter (47 per cent) and increasing the frequency of feedback (36 per cent).

How often are organizations holding reviews? Seven in 10 HR managers (70 per cent) said their company conducts formal staff appraisals at least once a year. Thirty-one per cent have these meetings twice a year or quarterly.

HR managers were asked, "**When was the last time your company updated its performance appraisal process?**" Their responses:

Within the past year	**21%**
1-2 years ago	**36%**
3-4 years ago	17%
5 years ago or more	10%
Never	5%
We don't have a performance appraisal process	11%
	100%

HR managers whose company has updated its process were also asked, "**How has your company changed its performance appraisal process?**" Their responses:*

Made the process shorter	**47%**

Increased frequency of feedback	**36%**
Eliminated rating scales	20%
Decreased frequency of feedback	15%
Added peer/360-degree feedback	13%

* Multiple responses were permitted. Top responses are shown.

Additional findings:

- The majority of HR managers (93 per cent) feel their organization's review process is effective in improving employee performance.
- Respondents said the greatest benefit of conducting appraisals is motivating staff by focusing on achievements and goals (36 per cent). This is followed by helping formally address poor performance (22 per cent) and being able to make decisions about promotions (18 per cent).

"Performance reviews are more than just something for managers to check off the list. These discussions support the growth of individuals and the team overall by offering everyone involved a valuable opportunity to share goals, gain feedback and address challenges or concerns," said Koula Vasilopoulos, district president for OfficeTeam. "By simplifying the process and having more frequent check-ins, supervisors are better able to evaluate progress and recognize accomplishments, while encouraging staff to have an active role in their professional development and success."

About the Research
The survey was developed by OfficeTeam and conducted by an independent research firm. It includes responses from more than 300 HR managers at Canadian companies with 20 or more employees.

OfficeTeam
OfficeTeam, a Robert Half company, is the nation's leading staffing service specializing in the temporary placement of highly skilled office and administrative support professionals. The company has 300 locations worldwide. For additional information, visit roberthalf.ca/officeteam. Follow roberthalf.ca/blog for career and management advice.

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