

Type of Performance Appraisal

Type of Performance Appraisal	Content	Evaluation Subject	Performance Appraisal Frequency
Management by objectives	At the beginning of the review cycle, each department establishes its organizational goals based on major strategies. The employee establishes individual performance goals based on the organizational goals.	All staffs	Quarterly review
Multidimensional performance appraisal (e.g. 360 degree feedback)	All employees are eligible for a multi-dimension evaluation system, which can be invited by the supervisor or initiated by other employees so that all supervisors, co-worked partners, other employees, and subordinates can provide 360-degree feedback.	All staffs	On going
Team-based performance appraisal	Our performance management is based on annual and quarterly evaluations of Individual Performance Indicators (IPI) and Competency Performance Indicator (CPI) to evaluate employee performance and team contribution.	All staffs	Quarterly review
Agile conversations	The employee implements self-management, and the supervisor keeps communicating with the employee and helps the employee resolve issues.	All staffs	On going