Performance Testing

By

Bhupendra Ratha, Lecturer
S. L. I. Sc.,
D.A.V.V., Indore
Email Id: bhu261@gmail.com
Performance Testing

- Performance testing may be understood as the assessment of an individual performance in a systematic way.
- The performance being measured against such factor as job knowledge, quality and quantity and output.
- It can be individual or group.
Why Performance Testing?

- To determine job knowledge
- To know quality, quantity and output of work
- To identify initiative and leadership abilities
- To identify dependability of operators
- To determine the cooperation between operators
- To know about health of operators
Synonyms of Performance Testing

- Performance evaluation
- Performance rating
- Employee evaluation
- Employee performance review
- Performance measurement
- Performance appraisal
Functions of Performance Testing

- It helps to formulate an appropriate and uniform wage structure. The aim is to provide equal pay for jobs of equal value.
- It clarifies the responsibility and authority connected with each job.
- It has been considered as a good instrument to improve a good relationship between employer and employee.
- It describes and evaluates new jobs.
Methods of Performance Testing

- Rating Method
- Ranking or Grading Method
- Checklist Method
- force-choice Method
- Self appraisal Method
Advantage of Performance Testing

- Management may control the labour cost since the pay is fixed on the basis of the nature of job.
- Ranking of works is very easy.
- Management can fix the same wages for similar jobs.
- Performance testing helps the management in the selection and placement.
Disadvantage of Performance Testing

- Performance testing is time consuming process.
- It is also a costly process.
- Many time performance testing process create conflict between employees.
- It is very difficult to convert all the factors in terms of money.
- Mostly performance testing is a study of individual employee but every work do help with other coordinators or employee.