

Performance Evaluation Redefined: The Integrated Model

Traditional performance reviews are systematically misaligned with modern work. To fix this, organizations must adopt the **Integrated Personnel Evaluation Model (IPEM)**, balancing data precision with human-centered leadership.

The Failure of Legacy Systems



The "Rater Effect" Distortion

Supervisor bias often explains more rating variance than actual employee performance.



Temporal Misalignment

Static annual reviews cannot capture the rapid evolution of knowledge-intensive work.



The Control vs. Growth Tension

Traditional systems focus on monitoring compliance rather than fostering authentic developmental learning.



The IPEM Solution (A Three-Layered Approach)

