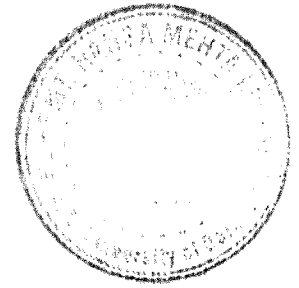# Appendix 2

Instructions given to top management to identify the star and weak performers

As you are aware the following candidate participated in our 360 Degree Program conducted by our team at TVRLS. I am interested in studying if the 360 Degree feedback profiles of the candidates differed between the high performing candidates and low performing candidates. Such a study well help in identifying the items that differentiate the candidate and make future interventions. I have undertaken this research project as a part of our continuing research. The data will be supplied back to you in your future interventions.

Please assess the candidates in terms of their performance as managers and as leaders.

Please take into consideration their performance in your company s managers and assess then into the following three categories of performers.

:

A category performers: The are star performers. Consistently performing high; Deliver results as expected always and meet or surpass the expectations of the top management. They can be considered as role models of the company

B category performers: These are average performers. They are consistent in meeting targets.

C category performers: These are not consistent performers. They some times fall short of expectations. They are below average and can be considered as weak or poor performers.