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EMPLOYEE PERFORMANCE EVALUATION

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With the pressure of global competition and the coming of the era of knowledge economy, human resources become the first resource of enterprises and the most powerful tool for modern enterprises to obtain competitive advantage. As the core link of human resource management and development, employee performance evaluation can provide important information basis for human resource management decisions such as rewards and punishments, promotion, training, career development and recruitment. It is one of the powerful means of enterprise management and a key and difficult problem of human resource management in modern enterprises. Its purpose is to improve the performance of each employee through evaluation, finally, the business objectives of the enterprise will be realized, and the sustainable development of the enterprise will be realized through continuous improvement of employee performance. For BMW Brilliance, further improving the performance evaluation scheme of non production employees to better meet their demands for continuous self-development will be more effective in continuously improving the performance of non production employees, so as to better achieve the company's business objectives and the company's sustainable development.

Based on the theory of modern employee performance evaluation, aiming at the characteristics, current situation and existing problems of non production employee performance evaluation of BMW Brilliance Automobile Co., Ltd., this paper puts forward an improved design of non production employee performance evaluation which is in line with the characteristics of modern employee performance evaluation and suitable for the specific situation of BMW Brilliance. Specifically, it includes designing a complete performance evaluation process for non production employees, such as setting up a separate regular review link and adding an information collection link. Clear non production staff performance evaluation criteria, such as determining non production staff (personal leadership) ability and behavior scoring criteria, determining non production staff performance evaluation level 2 and level 3 performance evaluation index weight. The results of performance evaluation of non production employees should be effectively linked with other human resource management systems, such as the results of performance evaluation of non production employees should be effectively linked with the salary distribution system, and the implementation of career development planning of non production employees should be strengthened. Through these improvement suggestions, we hope to help BMW Brilliance further improve the performance evaluation system of non production employees, improve the performance of non production employees more effectively, and finally achieve the company's business objectives and sustainable development.