

# Shipboard Performance Appraisal Crew/Staff

Name  
**RIA, APREZANDHA DHARMA**

Current Position  
**WAITER**

Ship  
**Enchantment of the seas**

Sign-on Date **14-Jul-22**

Employee ID  
**942519**

Department  
**RESTAURANT OPERATIONS**

Direct Supervisor  
**BHATT DEEPAK - HEAD WAITER**

Date of Review **28-Jan-23**

**Rating Scale:** Please use the following scale to rate the employee on the competencies listed below. \*\*\*\*Please click on each box for a complete definition of the competency rating\*\*\*\*

	5 Exceptional	4 Highly Effective	3 Effective	2 Below Expectations	1 Unsatisfactory	
	Competencies			Ratings		Comments
Job Skills/Results	Business Acumen			3 Effective		Mr. Aprezandha with a calm personality has done a good job as open seating waiter. As a matter of fact he is well informed that daily practice of dining room standard operating standard procedures would enable him to retain consistency in main dining room service targets. As per the record his last main dining room service overall was 97.62 with 16 cap size.
	Contributes to Business Performance			2 Below Expectations		Mr. Aprezandha did try his best to achieve his expected revenue target cruise by cruise, however in order to attain consistency in financial aspect he needs to enhance upselling techniques and infused detail product knowledge of premium selections, chops grill, chef table and Taste of Royal.
	Cultivates Customer First			3 Effective		Mr. Aprezandha always adheres to royal way, providing friendly and professional service to the guest. He ensures every guest issue he encounters he provides first hand resolution, at times without even supervisory assistance.
People Skills	Acts with Integrity			3 Effective		Mr. Aprezandha understands the importance of all company's rules and regulations and follows it most of the time. He handles change and innovation in a positive way. He treats everyone with respect, thereby earned respect from everyone.
	Cross Team Collaboration			3 Effective		Mr. Aprezandha is a very good team player. He is very flexible to any supervisory instruction; always lend a helping hand during busy open seating breakfast and lunch in the dining room. He communicates well with everyone, thereby forming constructive rapport with his colleagues and supervisors. His calmness to handle any situation is his biggest strength.
	Demonstrates Passion, Drive and Energy			3 Effective		Mr. Aprezandha displayed great passion towards his job. He is well informed and knowledgeable about the company time and attendance policy.
Overall Rating:			<b>3</b>			

	Development Plan
What does this employee do well?	Mr. Aprezandha with calm personality is very competent with time keeping knowledge and is very receptive to any supervisory instruction.
First thing this employee can do to improve?	Mr. Aprezandha needs to be more attentive and connect well to the guest in order to achieve constant result regarding sale by undergoing more training and also need to be Punctual on duty.
Target Date:	Next Contract.
Second thing this employee can do to improve?	Mr. Aprezandha needs more focus on USPH procedures and follow Safety and environmental policies at all the time.
Target Date:	Next Contract.
Employee Comments:	Next Contract here.

Required Signatures: Please sign and date the appropriate boxes.

*[Signature]* **02/02/2023**  
Employee Signature\*\* Date

*[Signature]* **02/01/2023**  
Direct Supervisor Date

*[Signature]* **2/2/23**  
Division Head Restaurant Operations Date

*[Signature]* **2/2/23**  
Human Resources Manager of the Seas Date

\*\* By signing this performance appraisal, I acknowledge that the results were explained to me by the evaluator. My signature does not necessarily constitute my consent with the result of the evaluation, and I reserve the right to comment on this review under separate cover.

*2nd*

