

Performance Appraisal
Form

AUGUSTIN, RIZA RADITIYA
Employee Name
W
Current Position
SPECTRUM OF THE SEAS
Ship
9-Sep-21
Sign-on Date

901691
Employee ID
471- F&B
Division
ROBERT HAGEA-HW
Direct Supervisor Name
4-Feb-22
Date of Review

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. Augustin provides strong evidence of specific accomplishments. He is very knowledgeable about his job and his support duties and this important fact is reflected in his performance. He takes pride in his job and is very passionate about his job.			
	Contributes to Business Performance			4 Highly Effective		Mr. Augustin clearly understands his role as a Waiter. He consistently strives to improve his performance. He is very cooperative and knowledgeable and always focused on getting the job done and improving the overall experience of guests. He strives to achieve the best results and always looks for ways to improve on his current performance to excel above others.			
	Cultivates Customer First			4 Highly Effective		Mr. Augustin shows and demonstrates a very passionate heart when it comes to his guests. He ensures that he delivers a professional service infused with a great personality, receiving compliments from guests which dined in his section. Always makes the customer feel important and appreciated.			
People Skills	Acts with Integrity			3 Effective		Mr. Augustin knows exactly what is right and wrong. He welcomes opportunities for improvement, follows up on all instructions given by his supervisors, and helps the operation demonstrating a very good team work.			
	Cross Team Collaboration			3 Effective		Mr. Augustin works cooperatively with others. He knows his job very well and always eager to be a part of a larger group or team to jointly accomplish a task rather than an individual effort. He also demonstrates the importance of being a team player rather than an individual.			
	Demonstrates Passion, Drive and Energy			4 Highly Effective		Mr. Augustin shows genuine interest towards his progress all throughout the contract and especially working in the dining room for open seating breakfast and lunch. He follows the Royal Way standards and demonstrates passion and commitment when it comes to the job. He is friendly with co-workers and guests and gets the job done in a timely manner and is very eager to take on new tasks with a positive.			
Overall Rating:				4					

Development Plan	
What does this employee do well?	Mr. Augustin is an experienced employee which displays great willingness to help others. He excels at his job and is focused on guests satisfaction as well as revenue generation. He has done an amazing job with his contribution during the open seating for breakfast and lunch and is commended for his dedication and hard work.
First thing this employee can do to improve?	Mr. Augustin needs to go through more level training in order to learn the supervisory skills to be able to move forward in his career.
Target Date:	30 days upon Sign On
Second thing this employee can do to improve?	Mr. Augustin needs to be more focused in order to achieve TGS and develop himself to be a top performer.
Target Date:	30 days upon Sign On

Employee Comments

Required Signatures

Please sign and date the appropriate section.

AUGUSTIN, RIZA RADITIYA
Employee** Date 2/04/22

ROBERT HAGEA-HW
Direct Supervisor Date 2/04/22

Human Resources Manager Date 02/04/22

** 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.