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## EVALUATION OF HUMAN RESOURCES PERFORMANCE, ACTIVITY EVALUATION AND CAREER RIGHTS OF PUBLIC OFFICIALS

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**Abstract:** *Performance evaluation, also called employee classification or results evaluation, consists of assessing the degree to which employees fulfill their job responsibilities. Evaluation can be beneficial to both the organization (public institution) and individuals (civil servants) only if it is carried out correctly. The methods and techniques used depend on a number of factors such as: the history and culture of the organization, size, field of activity, strategic orientations and the hiring, salary and promotion system. Performance evaluation allows the detection of weaknesses, potential and professional training needs. In order to evaluate employee performance, it is necessary to determine the performance criteria and standards in advance. Choosing performance criteria involves identifying the most important personality characteristics, responsibilities and types of activities specific to each position. The criteria are compared with the standards, which represent the desired level of performance.*

### • Introduction

Performance evaluation allows the detection of weaknesses, potential and professional training needs. To evaluate employee performance, it is necessary to determine the performance criteria and standards in advance. Choosing performance criteria involves "identifying the most important personality characteristics, responsibilities and types of activities" specific to each position. The criteria are compared with the standards, which represent the desired level of performance.

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### • Material and method

Performance evaluation can be carried out by direct managers, by subordinates, by employees in similar positions, by those concerned or by external experts.

A number of methods can be used in performance evaluation, such as: classification by categories, comparative methods, personality tests, descriptive methods, review of a field or a series of special methods.

### • Results and discussions

Behavior evaluation and potential and evolution capacity evaluation serve for the selection and career orientation of human resources. The evaluation of achieved performance directly targets the results obtained.

The performance evaluation process consists (in the authors' opinion) of measuring employees' contribution to the organization's success and can improve employee motivation as well as their performance.

The political official – at least in the fully developed modern state – is not considered the personal servant of a leader. Today the bishop, priest, preacher are no longer, as in the early periods of Christianity, possessors of a purely personal charisma. The sacred and supra-worldly values they offer are shared by everyone who deserves them and requests them.

Efficiency criteria for evaluation systems are:

- **Validity** – a good performance measurement must include all important characteristics of the work; not be influenced by external elements;
- **Accuracy** – evaluators must come from the same hierarchical level of the organisation if two evaluators evaluate an employee's performance; evaluation criteria must be known for precision;
- **Fairness** – from the point of view of compliance with laws (not to disadvantage any category – minority, race, sex etc.); evaluators' subjectivity (appreciation errors due to leniency - overrating employees; due to severity - underrating employees; central tendency errors - giving medium-level ratings to all employees; halo errors – when the same rating is given to an employee on several performance measurement directions).

Regarding information on performance, information about employee behaviour at the workplace can capture two aspects: the way employees greet clients/the public (a pleasant, friendly manner, their availability and ability to explain to a client the technical characteristics of a product or, in the case of the public official, the presentation of a (new) service made available to citizens or the modification of an already existing service, guiding them); the way they behave in relations with subordinates, colleagues or superiors.

### • Conclusions

From my point of view, the public official is the person appointed to a public position having the right to opinion guaranteed and must fulfill with professionalism, correctness and conscientiousness the service duties and refrain from any act that could harm the authority or public institution in which they carry out their activity. The public official is responsible for the entire activity they carry out with and for citizens. For public officials, citizens should be the most important so that they identify their needs and act accordingly. Citizens are those who benefit from the services of public officials and for this reason, officials should act in such a way that citizens are satisfied with their entire activity.

For good functioning, for the professionalisation of officials, for finding new sources of income for the local budget, for putting into practice own projects, it is important for each public administration to collaborate both with the public sector (central administration, county councils, local administrations in the country), the private sector and with non-governmental organisations.