

Các y  u t   đ  nh gi   hi  u su  t t  c đ  ng đ  n c  c doanh nghi  p t  i TP. H   Ch   Minh

NGUY  N LONG TR  M ANH *,
NGUY  N H   THANH BÌNH & L   HO  NG QUANG DINH

Tr  ng Đ  i h  c V  n Hi  n

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(*) Li  n h  : Email: anhnlt@yhu.edu.vn - ĐT: 0904247854

T  m t  t:

Nghi  n cứu nhằm x  c đ  nh c  c y  u t   đ  nh gi   hi  u su  t nh  u m  c đ  ch đ  nh gi   hi  u su  t, ti  u ch   đ  nh gi   hi  u su  t, phong c  ch l  nh đ  o, ph  ng ph  p đ  nh gi   hi  u su  t t  c đ  ng đ  n hi  u su  t c  ng vi  c v  i vai tr   tr  ng gian c  a đ  ng l  c. D  i li  u nghi  n cứu đ  ược thu th  p t  i 294 ng  i lao đ  ng trong c  c doanh nghi  p t  i TP.HCM. M   h  nh c  u tr  c t  y  n t  nh (PLS-SEM) đ  ược s   d  ng trong nghi  n cứu đ  ể ph  n t  ch   c l  ng c  c m  i quan h  . K  t qu   nghi  n cứu cho th  y y  u t   ph  ng ph  p đ  nh gi   hi  u su  t c   t  c đ  ng đ  ng k   đ  n đ  ng l  c v   hi  u su  t c  ng vi  c, trong khi y  u t   m  c đ  ch đ  nh gi   hi  u su  t c   t  c đ  ng đ  ng k   đ  n đ  ng l  c. Ngo  i ra, k  t qu   nghi  n cứu c  ng cho th  y m  i t  ng quan t  ch c  c gi  i  a đ  ng l  c v   hi  u su  t c  ng vi  c.

T  i kh  a: Đ  nh gi   hi  u su  t, đ  ng l  c, hi  u su  t c  ng vi  c, c  c doanh nghi  p.

Abstract:

The aim of this study was to identify the factors of performance appraisal that impact job performance, including performance appraisal purpose, criteria, leadership style, and evaluation method, with the mediating role of motivation. Research data were collected from 294 employees working in enterprises located in Ho Chi Minh City. Partial Least Squares Structural Equation Modeling (PLS-SEM) was used to examine the structural relationships. The research results indicate that the performance evaluation method has a significant impact on both motivation and job performance, while performance appraisal purpose has a significant impact only on motivation. Additionally, the research found a positive correlation between motivation and job performance.

Key words: Performance appraisal, motivation, job performance, businesses.