

Commentary: Job performance reviews are outdated and often pointless – so why keep using them? - CNA

Source: gnews-performance-review | **Published:** March 15, 2026 | **PMS Relevance:** PMS CORE | **Type:** Commentary | **Geography:** Multi-Region

Source URL: <https://news.google.com/rss/articles/CBMioAFBVV95cUxNQzEwOU5QUXgtODRrRGt0Q0tSaWV>

Executive Summary

This commentary discusses the persistence of outdated job performance review processes despite their known limitations. Researchers argue that these systems are backward-looking, distort worker behavior, and overlook collaboration and learning. The article cites studies showing that formal, ratings-heavy systems are ineffective and often met with skepticism by employees. It also highlights the illusion of objectivity in traditional performance management systems and suggests a shift towards ongoing, manager-supported performance conversations as a more effective approach.

Key Insights

1. Traditional job performance reviews are outdated and ineffective
2. Formal, ratings-heavy systems are met with skepticism by employees
3. The illusion of objectivity in traditional performance management systems

Practical Takeaways

- Consider shifting towards ongoing, manager-supported performance conversations instead of relying on outdated annual reviews
- Assess the effectiveness of current performance metrics and consider adopting more modern high-performance management approaches

Critical Analysis

Strengths: The article provides evidence from research studies to support its arguments. It also highlights the limitations of traditional performance management systems, such as their outdated nature and tendency to distort behavior. **Weaknesses:** The article does not offer a clear alternative or solution to the problems it identifies.

Organizational Practice

Traditional job performance review processes are described in the article.

Strategic Implications

The findings imply a need for organizations to reassess their performance management systems and consider more modern, ongoing approaches that better reflect how work actually happens.

Validation Status: passed

Generated by Peoplense (peoplense.com) on 2026-07-18 00:21 UTC