**360 Degree Feedback**

**360 Degree Feedback** is a system or process in which employees receive confidential, anonymous **feedback** from the people who work around them. This typically includes the employee's manager, peers, and direct reports.

**Advantages of 360 Degree Feedback**

It encourages participation of all and thus makes HR decisions more qualitative.

It pinpoints the favoritism and biases of the supervisors

The employees find 360 degree feedback more acceptable than the traditional feedback approaches.

360 degree feedback is more impartial and objective than a one-to-one assessment of employee traits.

It can be motivating for the employees who undervalue themselves.

It encourages teamwork.

It brings into limelight the areas of employee development as it confirms the employee strengths and identifies his weaknesses on which he can work upon.`

It creates an environment of trust and loyalty in an organization.

### Basics of 360 Degree Approach

### It is essential that an organization should be prepared for 360 Degree feedback. Not only the organization, but also the candidate (the employee) should be prepared for accepting it.

### Following are the essentials of an organization’s preparedness for the 360 degree approach-

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| http://www.managementstudyguide.com/images/tick.gif | The top level management must be keen to spend their time and efforts in giving feedback to their subordinates. |
| http://www.managementstudyguide.com/images/tick.gif | Status and ego issues shouldn’t overwhelm in the organization. |
| http://www.managementstudyguide.com/images/tick.gif | Everyone in the organization should take the feedback considerately and constructively and utilize it for their development. |
| http://www.managementstudyguide.com/images/tick.gif | The organization should encourage teamwork. |
| http://www.managementstudyguide.com/images/tick.gif | There should be self- learning in the organization, especially for the managers. |
| http://www.managementstudyguide.com/images/tick.gif | There should be no politics in the organization. |
| http://www.managementstudyguide.com/images/tick.gif | Everyone in the organization should take the feedback seriously and should make an attempt to benefit from the same. |
| http://www.managementstudyguide.com/images/tick.gif | It must be ensured that the feedback is confidential. |