

The Impact of Performance Evaluation and Employee Motivation on Employee Performance: A Case Study of Luoyang Vocational College of Science and Technology in China

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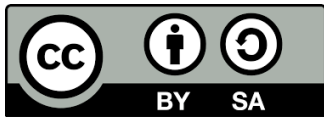
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Abstract

This study focuses on how performance evaluation and employee motivation influence employee performance at Luoyang Vocational College of Science and Technology in China. The research highlights the significance of performance evaluation and motivation, the role of performance evaluation practices, factors influencing evaluation and motivation, and strategies for enhancing employee performance. The study employs an interpretivist research philosophy, an inductive approach, and an exploratory research design. Secondary data were obtained from academic sources identified through Google Scholar and relevant scholarly journals and articles. The collected literature was subjected to thematic analysis to identify recurring patterns, similarities, and key themes. The findings indicate that effective employee performance can be supported by clear performance standards, regular feedback, fair evaluations, recognition, training, and career development support. Rewards, supportive management, favorable working conditions, and opportunities for professional growth also contribute to employee motivation. However, unclear evaluation criteria, unfair evaluations, ineffective communication, insufficient recognition, excessive workloads, and limited career advancement opportunities may reduce employee motivation and performance. The study concludes that performance evaluation and employee motivation should be addressed systematically and comprehensively. Workplace challenges can be mitigated, and employee performance at the college can be enhanced through transparent evaluation systems, supportive management, equitable rewards, continuous feedback, training, and career development opportunities.



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INTRODUCTION

Employee performance is a critical factor in the success and development of educational institutions. Vocational colleges rely on employees to deliver high-quality teaching, perform administrative duties, provide student support, and carry out other institutional responsibilities (Lu et al., 2023). Therefore, enhancing employee performance is essential for achieving organizational objectives. Performance evaluation is one of the key management practices used to assess employee performance, identify strengths and areas for improvement, provide constructive feedback, and encourage positive changes in future performance (Gao & Zhang, 2022). An effective performance evaluation system can help employees understand organizational expectations and improve their job performance. Employee motivation is also closely associated with employee performance.

Motivated employees tend to demonstrate greater commitment, exert greater effort, assume greater responsibility, and show stronger engagement in their work. Financial rewards, recognition, career development opportunities, access to training, supportive management, and a positive work environment are among the factors that can influence employee motivation.

However, challenges such as inappropriate performance appraisal practices, unclear performance expectations, insufficient feedback, inadequate reward systems, and limited development opportunities may reduce employee motivation and negatively affect performance.

Performance evaluation and employee motivation are important factors in improving employee performance at Luoyang Vocational College of Science and Technology. An effective evaluation system can help employees understand their responsibilities, recognize their achievements, and identify areas for improvement. Meanwhile, appropriate motivational practices, including recognition, rewards, career development opportunities, and management support, can encourage employees to work more actively and maintain their commitment to the organization. This study aims to examine the impact of performance evaluation practices and employee motivation on employee performance. It focuses on the importance of both factors, the influence of performance evaluation on employee performance, and the challenges that may affect performance evaluation and employee motivation. The study also explores strategies that can be used to address these challenges and support improved employee performance at Luoyang Vocational College of Science and Technology. The research problem arises from the possibility that ineffective, inconsistent, or unfair performance evaluation systems may negatively affect employee performance. In addition, limited recognition, inadequate rewards, insufficient career development opportunities, and a lack of management support may reduce employee motivation. These conditions may affect employee commitment, work effort, job satisfaction, and overall performance. Therefore, understanding the relationships among performance evaluation, employee motivation, and employee performance is important for developing appropriate strategies to improve organizational effectiveness. Previous studies have examined performance evaluation and employee motivation separately; however, few have integrated both factors within the context of vocational colleges in China, particularly at Luoyang Vocational College of Science and Technology. This gap highlights the need for a more comprehensive study examining the interplay among performance evaluation, employee motivation, and employee performance within this specific institutional context.

This study aims to examine the impact of performance evaluation practices and employee motivation on employee performance at Luoyang Vocational College of Science and Technology. Specifically, it investigates the roles of performance evaluation and employee motivation in enhancing employee performance, the influence of performance evaluation on employee performance, the challenges affecting performance evaluation and motivation, and strategies for addressing these challenges and supporting improved employee performance. The theoretical contribution of this research is to enrich the literature on human resource management in vocational education, particularly regarding performance evaluation and employee motivation. Its practical contribution is to provide recommendations for the management of Luoyang Vocational College of Science and Technology regarding the development of more effective performance evaluation systems and motivational strategies to enhance employee performance. The novelty of this research lies in integrating performance evaluation and employee motivation within a single analytical framework, an approach that has received limited attention in previous studies, particularly within the context of vocational colleges in China.

METHOD

Research Philosophy

The study adopted an interpretivist research philosophy to examine the effects of performance evaluation and employee motivation on employee performance. This approach was appropriate because employees may perceive motivation, performance, and evaluation practices differently. Accordingly, the study considered perspectives and interpretations reported in previous research concerning workplace experiences, performance evaluation, employee motivation, and employee performance (Hassan, 2022).

Research Approach

The research is inductive, as it aims at the derivation of understanding based on the findings and themes identified through the current research. An inductive direction of study starts with detailed observations and discoveries and goes to generalisations. This method is appropriate since the research considers various perceptions regarding performance evaluation, employee motivation, employee performance, and issues that influence such fields (Sorn et al., 2023). Past literature is examined to extract common concepts and trends concerning the topic of research.

Research Design

Exploratory research can be employed when there is a need to understand well knowledge, relationships, challenges, and remedies of a given topic. The design enables the study to investigate various scholarly views on performance measurement and motivation (Wolor et al., 2022). It also assists one in discovering aspects that can be given further attention in the organisational environment of Luoyang Vocational College of Science and Technology (Almulaiki, 2023). The study examines the role of evaluation practices and motivational attributes in the same way that they could affect employee performance. It also takes issues and plans deliberated in earlier studies. Thus, an exploratory style will be suitable to answer the research questions.

Data Collection

It is based on secondary data analysis of scholarly literature found in Google Scholar and journals and articles. These databases enable access to journal articles, research studies, these and other scholarly publications concerning performance evaluation, motivational and performance management of employees (Zhenjing et al., 2022). Keywords are found in the relevant sources which are associated with the topic of the research. The search will narrow down on works that contain valuable information on performance evaluation practices, motivational factors, employee performance, workplace challenges and improvement strategies (Al Thawadi & Hadi, 2024). The chosen literature is critically analysed to see that the information is of relevance to the research questions. Secondary data will enable the researcher to analyse the existing body of knowledge and contrast the results of other studies. This assists in the generalisation of the subject of the research.

Data Analysis

Thematic analysis is used to analyse the collected secondary data. The approach is appropriate to locate, systematise and derive nominal themes of significance of the chosen academic literature (Tong, Kirsten & Bharajdaggar, 2023). At the beginning, the corresponding studies are analysed to comprehend the key findings of the studies. Critical data pertaining to performance evaluation, staff motivation, personnel performance, and issues, as well as

enhancement plans, are detected. Other like findings are then merged into similar themes. The patterns, similarities, and differences between the themes are compared between various sources. The analysis will revolve around the meaning and applicability of the findings in the research questions (Mahad & Muhindi, 2024). Thematic analysis thus assists in tabulation of a large quantity of secondary information into easily identified themes and gives a systematic perception of the factors influencing employee performance.

RESULTS AND DISCUSSION

Theme 1: Performance evaluation and employee motivation play an important role in improving employee performance

Performance evaluation and employee motivation are significant in the enhancement of employee performance. Performance assessment assists organisations in knowing the extent to which individuals handle their responsibilities and whether they can fulfil the needed level of work (Stone, Lukaszewski, & Johnson, 2024). It is also useful to make employees aware of what is required of them and where they should work. The setting of clear performance expectations can assist employees, as it makes them concentrate on their work and work in a better way. The frequently used assessment can also help you with knowing some strengths and weaknesses of the employees. With clear feedback, employees are able to know their mistakes and take course of action to improve on their work. Performance assessment can thus enhance both individual growth of employees and organisational performance.

When employees perceive that their work is appreciated by the organisation, they might be more motivated. Rewards might be especially helpful since it will demonstrate to employees that their input is felt. Motivation may also be enhanced through career development and training whereby employees get the chance to hone their skills and career advancement (Setyawati, Woelandari, & Rianto, 2022). The findings suggest that performance evaluation and motivation should not be considered as completely separate areas. They are able to help one another in various ways. To illustrate, through performance evaluation, employees that perform well can be identified, and their good performance can be rewarded or be recognised by their managers.

Assessment can also be used to detect areas where employees require further training. Training is possible to offer post-evaluation assistance to employees to enhance their skills and can, potentially, create more motivation. Conversely, a vague or corrupt evaluation process can make it less motivating and adversely impact performance. The employees would cease trusting the management should they be of the impression that they are not fairly evaluated in their work (Zhang & Ma, 2025). The results are also supported by the Two-Factor Theory by Herzberg since recognition, achievement, responsibility, and development can be factors in enhancing employee motivation. At Luoyang Vocational College of Sciences and Technology, performance evaluation and motivation can be effectively implemented to assist employees engaged in teaching, administration, supporting students and other college-related work. When employees can know their performance expectation and are provided with appropriate support, they are more likely to become more willing to do their work better (Sorn et al., 2023). But assessment might not suffice when employees have no motivation, recognition, or support. Likewise, motivation might fail to result in effective performance when employees lack well-defined goals and feedback.

Theme 2: Effective performance evaluation practices have a positive impact on employee performance at Luoyang Vocational College of Science and Technology

The results indicate that good performance evaluation practices can positively influence employee performance at Luoyang Vocational College of Science and Technology. Performance evaluation offers a methodical approach to the evaluation of employee work and its analysis in accordance with the expectations (Padilla-Rivera et al., 2025). Among the key discoveries is that having clear performance standards enables the employees to know their duties and responsibilities. Employees should be aware of what is expected of them so that they can dedicate their efforts to meaningful activities and strive to achieve specific objectives. This will be able to lessen confusion and enhance the quality of work. The results also indicate that frequent feedback also contributes towards successful performance appraisal. Employees should be aware of whether their efforts are performing satisfactorily or not and what they can do to better it. Employees can respond to positive feedback to keep up good performance, whereas constructive feedback could motivate them to correct their mistakes (Rogito & Morris, 2023). Feedback will be most beneficial when it is provided frequently and not when it is on a single occasion after a lengthy evaluation period.

When the managers rely on personal views or favours, then employees might feel that the appraisals were not fair. This can lead to a decline in trust in the management and a decline in motivation of employees. Managers must hence provide clear criteria and stick to them. The results also indicate that performance assessment could be used to facilitate training and development of employees. Evaluation can be used to determine which areas the employees need to know or learn (Vuong & Nguyen, 2022). This information can help managers to offer appropriate training and learning opportunities. This can assist employees to be able to perform their jobs better. Assessment may also be used to determine employees prepared to take on more responsibility or to advance their careers. Evaluation can be more effective by recognition and rewards. By rewarding good performance, employees might have a sense of being appreciated, thus they might be more willing to continue performing the same.

The Goal-Setting Theory substantiates such results since effective goals and feedback can be used to motivate employees to achieve higher performance. In the case of Luoyang Vocational College of Science and Technology, a successful evaluation system is required to have, amongst others, articulated performance expectations, frequent feedback, equitable assessment, training and reward. These practices would enable the employees to know their roles and find out how they could better their work. Generally, these findings indicate that performance evaluation can enhance employee performance provided it is precise, equitable, frequent, and related to development of employees (Shawn, 2023). An effectively coordinated evaluation process may enhance the quality of the work, employee competencies, employee morale and dedication and thus may lead to the overall outcome of the college.

Theme 3: Organisational and workplace challenges can affect performance evaluation, employee motivation, and employee performance at Luoyang Vocational College

The results suggest a number of organisational and workplace issues which could influence performance assessment, motivation of employees and the performance of employees in Luoyang Vocational College. Poor performance standards are one of the big challenges. When workers are not aware of what is expected of them, they will find it hard to perform. Lack of clear standards can also lead to issues during performance evaluation since the

managers may evaluate employees based on varying standards. This may leave the employees with the impression that the process of evaluation is not fair. Another noteworthy challenge is unfair assessment. Leaning towards personal bias, favouritism, unequal evaluation, and uncertainty may decrease the level of trust that employees have in management (Yusoff, 2025). Once the employees are convinced that they are not evaluated fairly in terms of their performance, they will have lower motivation and will not be as willing to receive feedback. This may have an impact on their willingness and performance in general.

A lack of communication between workers and managers may exacerbate this situation. The employees can also have motivation issues due to insufficient recognition and rewards. By not showing much recognition to the employees who are making efforts, you may easily find that the effort is not good. This will diminish job satisfaction and commitment. Dissatisfaction can also be brought about by unfair rewards, particularly when employees tend to believe that rewards have no relationship with their real performance (De Clercq, Haq, & Azeem, 2023). The results also determine lack of training and career development as potential problems. Workers can demotivate when there are limited chances of learning new skills, training and advancing in their occupations.

It can be significant in picking up careers since employees need to have a clear future of where they can be in the organisation. Motivation and performance may also be influenced by the working conditions and workload (Swedana, 2023). Seasonal workload might be stressful and exhausting, and it is hard to keep up with good performance when exhausted. Job dissatisfaction can also be caused by poor working conditions. The assistance of the managers is essential. Workers can work better when their managers listen to them, give advice and assist them in resolving work issues.

The results are corroborated by Herzberg Two-Factor theory which demonstrates that bad working conditions, poor organisational policies and poor relationships can lead to dissatisfaction, whereas recognition, achievement, responsibility and career development can contribute to increased motivation. Its results also indicate that these challenges may not impact every employee equally due to differences in needs and expectations of the employees (Isa & Indrayati, 2023). Nevertheless, in the case of a number of obstacles present simultaneously, the overall impact thereof can decrease employee motivation and performance. These challenges might affect how the employees perceive the performance evaluation and work duties in the case of Luoyang Vocational College of Science and Technology. Consequently, the management should find ways of eliminating issues that bring about dissatisfaction or misunderstanding.

Theme 4: Suitable organisational strategies can reduce challenges and improve performance evaluation, employee motivation, and employee performance

The results indicate that appropriate organisational strategies are able to alleviate challenges and enhance performance assessment, employee motivation and employee performance. The first valuable tool is to formulate clear and straightforward performance standards. Employees are expected to be aware of their duties, responsibilities, targets and the level of performance (Latham, 2023). Clear standards will minimise confusion and will make the evaluation process simple to comprehend. Before the evaluation process is conducted, managers are also expected to lay out how the performance of employees will be evaluated. The second technique is to give frequent and helpful feedback. Managers are encouraged to

discuss the performance of their employees frequently rather than relying on an annual review. There is a need to provide feedback on what employees can do well and what they must improve. Managers should also permit employees to present their opinions and to consult with the managers on issues. This is able to enhance communication and build more trust. The third approach is to ensure that performance evaluation is fair and consistent. Managers are advised to specify their attributes and evaluate employees according to their actual performance.

There should not be personal bias and favouritism. Unbiased appraisal has the capacity to boost the trust of employees and put employees in a more accepting position concerning feedback. Other strategies of enhancing motivation include recognition and rewards. Adequate recognition to employees who perform well should be given. This can be verbal appreciation or even awards, monetary rewards, escalating responsibility or promotion. The employees can be made to feel that their input is being appreciated, and this is through recognition (Imran, Ghazwan, & Firmansyah, 2025). The results further indicate that the performance evaluation should also be linked with training and career advancement. Evaluation results can be used by the managers to determine the training needs of employees. Appropriate training may enhance employee knowledge and skills and assist the employees to carry out their duties more efficiently. Motivation can also be enhanced, as there is a possibility of future growth that employees may be learning. Supportive management is another important strategy. Managers ought to hear the worries of the employees, offer mentoring and be supportive when the employees are in problems.

Effective communication between managers and employees may aid in minimising misperceptions and enhancing relations in the workplace. Workload and working conditions are also important factors that should be taken into account in organisations. Appropriate working conditions and reasonable workloads have the potential to promote employee wellbeing and aid employees in performing well (Hasin et al., 2023). The results imply that some involvement of the employees in the evaluation process is also to be expected. The process can be more acceptable by letting the staff discuss their goals and receive feedback on the evaluation system. The performance evaluation system too should be regularly checked by reviewing it and thereby improving the performance evaluation system. The theories applied in this study are associated with these strategies. The Goal-Setting Theory promotes specific objectives, benchmarks, and frequent feedback. Herzberg's Two-Factor Theory justifies the recognition, achievement, responsibility, development, and appropriate working conditions.

This study has indicated that performance measurement and motivation of the employees constitute a significant aspect of better employee performance at Luoyang Vocational College of Science and Technology. The literature review established that employees have higher chances of delivering when they have knowledge about their duties, along with performance expectations, and are motivated to do their tasks. Performance appraisal means information to the employees regarding their strengths and weaknesses, progress and improvements (Faozen & Sandy, 2024). Motivation among employees makes employees work hard and be dedicated towards organisational objectives. These results are in line with the first research aim that sought to investigate the role of performance evaluation and employee motivation in enhancing employee performance. The results also substantiate the Goal-Setting Theory, as workers tend to work better when having clear goals and knowing

what they are supposed to attain. Very specific objectives can guide the employees to concentrate their attention and work better.

Regular feedback may also assist the employees in knowing whether they are performing to expectations. The results can also be correlated to the Two-Factor Theory which was introduced by Herzberg. Employee motivation can be enhanced through recognition, achievement and responsibility, career development and growth opportunities (Setyawati, Woelandari, & Rianto, 2022). This implies that salary or financial rewards may not be the sole motivation to the employees. They might also require appreciation, development, a supportive management team and a good working atmosphere. The discussion thus proposes that performance evaluation and motivation should be considered as related issues. Good performance can be recognised and rewarded; this can be achieved through a performance evaluation (Agustian et al., 2023). It also is able to determine areas of weaknesses that need training or development. This can help in making evaluation more useful and can help motivate employees to improve. The results, however, also indicate that evaluation cannot have a good result when employees perceive it as being unfair, vague and basically critical. In this case, assessment may decrease motivation and trust.

Additionally, employees who are motivated and lack clear goals, resources, and support by the management might not be able to perform well. Thus, the results indicate that the management of performance assessment and motivation should be handled in unison. In the case of Luoyang Vocational College of Science and Technology, it is able to aid the improved teaching and administration, student services, and other flight staff duties. Generally, the results indicate that effective assessment and motivation can establish an optimistic platform towards achieving improved performance of employees. The second significant result is related to the effect of performance evaluation practices on employee performance. The research detected that performance of employees could be enhanced by transparent standards, a continuous feedback mechanism, fair evaluation, training and recognition (Shawn, 2023). This result precisely addresses the second objective of the research that centred on how performance evaluation practices affect employee performance in the Luoyang Vocational College of Science and Technology. Performance evaluation comes in handy when employees know what criteria to be used to evaluate their work. Good systems of clear standards can help to eliminate confusion and concentrate employees on significant tasks.

Improvement can also be facilitated through regular feedback, as the employees can be aware of issues and implement changes before they develop serious problems. The results indicate that feedback can no longer be limited to formal annual reviews. Frequent interaction between the employees and managers can allow more opportunities to improve. Another critical matter is fairness. Workers must have the feeling that the appraisal is done on the basis of the work they have performed but not according to personal judgements and favouritism. Once the employees feel that they are evaluated fairly, they will be more ready to accept feedback and can work on their performance (Johnson, Johnson, & Dave, 2023). They might lose confidence in the management when they assume that it is unfair. The results thus indicate that the quality of the evaluation process is equal to the presence of the evaluation process. A bad evaluation system can result in pressure without effectiveness in performance. An effective system can be taken as a growth instrument.

This observation is strongly related to goal-setting theory. According to the theory, employees can be steered towards improved performance by setting goals and providing feedback. This is something that the employees can gain in the college environment where targets of their work are clearly spelt out and checked frequently. As an illustration, the employees are able to know the quality of their work that is expected and are also guided when they fail to achieve the expected quality. Training needs can as well be determined during performance assessment. Weaknesses can be identified in certain areas, and appropriate training and support can be offered to the employees (Parycek, Schmid, & Novak, 2024). This has the potential to enhance their knowledge level as well as skills and can result in enhanced performance. Evaluation can be further enhanced by recognition. When employees are appreciated due to good work, they may have a feeling that they are valued and will hence be willing to continue with their performance. But assessment should not be a task of just pointing out the errors. Results of evaluation should be used by the managers to facilitate the development of the employees. The discussion has hence revealed that successful performance evaluation necessitates definite standards, frequent feedback, equitable evaluation, training, praise and supportive management.

The practices can enhance employee knowledge, expertise, enthusiasm, and workplace performance. Thus, the studies are suggesting that by clarifying its evaluation process, making it fair, regular and development-oriented, the Luoyang Vocational College of Science and Technology can increase the level of employee performance. The third observation is with regard to the issues that may impinge on the performance assessment, motivation of the staff, and staff performance (Tziner & Persoff, 2024). The research also established ambiguous performance expectations, unfair evaluation, absence of feedback and reaction, weak interaction, undeserved rewards, career advancement, huge tasks and the increment of inappropriate working circumstances as significant issues. These results help meet the third purpose of the research that was to determine the major challenges impacting on performance appraisal and employee motivation and their impact on performance at Luoyang Vocational College among the employees. The results demonstrate that, when employees have to cope with these difficulties, the benefits of both performance evaluation and motivation may be minimised (Sadeghi, 2024). As an illustration, performance standards are not clearly set and thus an employee may find it hard to know what he or she should perform. This may lead to confusion and render assessment unhelpful. Unjust assessment may be more deleterious since employees might experience that their contribution to work is not duly appreciated. This may lessen the level of trust in managers and demotivation. The absence of feedback may also make the employees unable to know how to do a better job.

The results connected with motivation indicate that motivation is required in employees beyond monetary benefits. This finding can be explained by Herzberg in the Two-Factor Theory. Faulty working conditions, inadequate organisational policies, ineffective relationships, and lack of job security may cause dissatisfaction. Concurrently, motivation can be enhanced with recognition, achievement, responsibility, and career development. It implies that both employee motivation and employee satisfaction should be taken into consideration in the college. Another critical consideration is workload. Workers with too much work will not have enough time nor strength to continue being highly productive. Ineffective communication may also lead to misunderstanding between the employees and managers (Ismail et al., 2024).

The lack of career prospects can minimise the interest of the employees to enhance their skills when they are not expecting opportunities to grow up. The significance of these challenges is that they can have simultaneous ramifications on motivation and performance. A case in point is that an employee who gets an unjust review might lose the drive, and this can lower his or her effort and output. Likewise, a worker who lacks training might not be able to increase performance even when analysed to reveal the weaknesses. As demonstrated in the discussion, the ability of employees, or their effort alone, cannot always account for performance problems.

The relevance is also by the management practices and the organisational conditions. This is especially pertinent to a vocational college, as employees have varying duties and can have varying needs. Thus, the management is supposed to outline the primary problems in the workplace and mitigate them. The best environment to enhance employee performance should involve improving fairness, communication, feedback and recognition, career development, working conditions and workload management (Etalong & Chikeleze, 2022). Generally, the results reveal that performance appraisal and staff motivation have to reduce challenges in organisations in order to get better results. The fourth finding is centred on strategies that can enhance the performance evaluation, motivation of employees and the performance of employees. The research indicated that humane performance standards, frequent feedback, fair appraisal and appreciation, rewards, training, professional growth, conducive management, enhanced communication and appropriate working conditions are some of the means through which the challenges were resolved in the research. The discovery is in line with the fourth research objective, which attempted to investigate appropriate strategies to mitigate difficulties and enhance performance evaluation, employee motivation, and employee performance.

The discussion reveals that there is no particular strategy that is likely to address all performance issues. The integrated method is more appropriate since the performance of employees is influenced by various factors. The college ought to make the performance standards clear and easily comprehensible. Employees are expected to be aware of their tasks and criteria applied to evaluate their work (López-Cabarcos, Vázquez-Rodríguez, & Quiñóá-Piñero, 2022). Second, managers are recommended to give regular feedback and also give employees an opportunity to discuss their performance. This can enhance communication and the correcting of problems in a timely manner by employees. Third, it must be an equitable, consistent process of evaluation. Managers ought to make use of objective criteria and not their own prejudices. Fourth, recognition of good performance should be done. Recognition can boost motivation since the employees are able to demonstrate that their effort is appreciated. Incentives may as well be employed where they are relevant, but they must be just and performance-based. Fifth, the college must offer opportunities in training and career development. Training will assist the employees to upgrade their talents, whereas career development will offer a more compelling rationale to the employees to enhance their performance.

Good management is also necessary. Managers are expected to listen to the employees, guide them and act to assist them in managing issues in the workplace. These strategies are closely related to both theories to be applied as a part of this work. Goal-setting theory promotes clarity of goals and feedback, whereas two-factor theory by Herzberg promotes recognition, achievement, responsibility, development, and proper working conditions. The results hence

indicate that the college should shift to a performance system based on improvement as opposed to judgement. The employees ought to know how to evaluate their performance and the ways through which they can better it. Managers can also employ the results of evaluation to give training and development instead of just discovering bad performance (Bećirović, Polz, & Tinkel, 2025). The discussion also recommends that employees need to be given a chance to offer feedback regarding such a system of evaluation. Their perception can assist management to diagnose issues and enhance the process. Frequent revision of the evaluation system may also make sure that it is useful and fair. All in all, the results reveal that the relationship between performance evaluation, employee motivation and employee performance can be strengthened by a positive and just organisational environment. Through these strategies, Luoyang Vocational College of Science and Technology would be able to enhance the skills of the employees, their motivation, commitment, and the quality of their work. This will be able to aid not only in employee development but also in the overall aims of the college.

CONCLUSION

The study concludes that performance evaluation and employee motivation are important factors in improving employee performance at Luoyang Vocational College of Science and Technology. The findings indicate that employee performance can be enhanced through clear performance standards, regular feedback, fair evaluations, recognition, training, and career development opportunities. Recognition, rewards, supportive management, favorable working conditions, and opportunities for professional growth can also strengthen employee motivation. However, unclear performance standards, unfair evaluations, ineffective communication, insufficient feedback, excessive workloads, inadequate recognition, and limited career advancement opportunities may reduce employee motivation and performance.

The study therefore concludes that performance evaluation and employee motivation should be addressed concurrently. A well-established, fair, and supportive performance evaluation system can help employees understand performance expectations, identify areas for improvement, and maintain their commitment to their work. The findings further suggest that appropriate organizational strategies are necessary to address workplace challenges. Clear performance goals, regular feedback, recognition, management support, and professional development opportunities can create a work environment conducive to improved employee performance. Overall, strengthening performance evaluation practices and employee motivation can contribute to sustained employee performance and greater organizational effectiveness at the college.

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CONFLICT OF INTEREST

The author(s) declare that there is no conflict of interest in this research, whether personal, commercial, or financial, that could influence the objectivity of the research results.

AUTHOR CONTRIBUTIONS

All authors contributed equally to the entire research process, from the formulation of ideas and concepts, data collection and analysis, to the drafting and editing of the final manuscript.

GENERATIVE ARTIFICIAL INTELLIGENCE USAGE STATEMENT

In the process of preparing this manuscript, the author(s) used Artificial Intelligence (AI) assistance in a limited capacity, solely for grammar checking and language refinement purposes. AI was not used in the data collection process, substantive analysis, or in drawing the research conclusions.

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