Using your own experience with performance appraisals, create a performance appraisal instrument for your job in your company. Make sure that the attributes that you are evaluating the employee on are based on the job analysis and compensable factors listed in previous parts of this project. (As different jobs might require different types of performance appraisals, these do not have to be the same type across jobs). 2. Discuss who you would use to obtain the feedback necessary to complete the performance appraisal (i.e. manager, peer, customer, etc.). Make sure you discuss the pros and cons of using the various sources that you choose in light of the various factors affecting your organization.