

## **A Propose of Personnel Assessment Method Including a Two-Way Assessment for Evaluating Evaluators and Employees**

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**Abstract :** In this paper, we suggest a mechanism of assessment that rater and Ratee (or employees) to convince. There are many problems exist in the personnel assessment. In particular, we were focusing on the three. (1) Raters are not sufficiently recognized assessment point. (2) Ratee are not convinced by the mechanism of assessment. (3) Raters (or Evaluators) and ratees have empathy. We suggest 1: Setting of &quot;understanding of the assessment points.&quot; 2: Setting of &quot;relative assessment ability.&quot; 3: Proposal of two-way assessment mechanism to solve these problems. As a prerequisite, it is assumed that there are multiple raters. This is because has been a growing importance of multi-faceted assessment. In this model, it determines the weight of each assessment point evaluators by the degree of understanding and assessment ability of raters and ratee. We used the ANP (Analytic Network Process) is a theory that an extension of the decision-making technique AHP (Analytic Hierarchy Process). ANP can be to address the problem of forming a network and assessment of Two-Way is possible. We apply this technique personnel assessment, the weights of rater of each point can be reasonably determined. We suggest absolute assessment for Two-Way assessment by ANP. We have verified that the consent of the two approaches is higher than conventional mechanism. Also, human resources consultant we got a comment about the application of the practice.

**Keywords :** personnel evaluation, pairwise comparison, analytic network process (ANP), two-ways

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