



In my company, every 6 months we do a performance review. Every employee receives a request to nominate 2 peers whom he worked with, writes his own self reflection and as a peer writes reviews to those, who requested a review. Those are than shared with ones manager. An employee might also receive requests from other peers to assess their performances as well. There is a 2 week period in which they might get this request. On top of their own reviews, managers receive a request to write a performance review for their subordinates based on their opinion, subordinate own self reflection and peer reviews. If a manager proposes a level increase, they have to discuss this with a committee, which can approve or refuse a level increase. If the comitee does not reach final decision, the decision goes to the CTO himself, who then resolves this dispute. After getting either response, manager finishes the review, which is than shared with the employee. If employee gets a level increase, he gets a pay raise, which is saved in wage database. After this, the round is finished.