

- Sixth, take both fairness and efficiency into account, and set a fundamental rank(score).
- Seventh, keep smooth communications during the course of PA.

Conclusion

Different libraries should design and conduct different PA standards according to their specific features of each individual library with both qualitative and quantitative approaches. Form an objective assessment for each member based upon their achievements and their contribution to the library as early as possible, which will help achieve PA goals. Appropriate and proper PA methods can optimize staff activeness, strengthen consolidating force, enhance staff professional ability, improve their working conducts, and further promote managing level and service quality of a library, and make it keep pace with the Times harmoniously and healthily.

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