

Amazon's evaluation process may be subject to some broad criticism due to some practices that may lead to inaccurate and unfair results, which are as follows:

- Bias: Amazon may make some mistakes while evaluating its employees, including: Unconscious Bias: Managers are often influenced by their own preconceptions when evaluating employees, leading to unfair evaluations.
- Lack of Transparency: Amazon may fail to adequately inform its employees about how they are being evaluated, leading to feelings of mistrust and constant frustration, which often result in diminished motivation.
- Focus on inputs rather than outputs: In most cases, the evaluation process heavily focuses on the quantity of tasks completed by the employee rather than the quality of their work. The evaluation process may not place an emphasis on external factors that impact the employee's performance, such as resource shortages or excessive workload.