**Halo Error: Definition and Effect**

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**Halo Error**

The halo error, or halo effect, is one of the most commonly encountered errors in a performance appraisal exercise. This effect, by definition, refers to the act of generalizing of a single trait of an employee to all other aspects of their performance (Levy, 2020). For instance, an employee who constantly achieves their targets and excels in their work objectives every year may receive top rating on all aspects of the evaluation. In other terms, halo error happens when raters assume the excellence of their ratees in dimensions completely unrelated to their actual dimension of expertise (Levy, 2020).