

A Research on Performance Appraisal



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Abstract: Performance Appraisal is the measurement of actual performance against the expected performance. Performance Appraisal is a yardstick which can be used as a tool to motivate employees to perform better by giving proper recognition and due reward for the output they show. Many Organizations follow different methods of Appraisal. A study on the process and methods of performance Appraisal helps a company to know what has to be done and where they lag in fulfilling the Vision of the Organisation.

I. INTRODUCTION

Performance appraisal measures the qualitative and quantitative aspects of job performance. An appraisal evaluates not only the employee’s performance but also his potential for development. The primary objectives of an appraisal are-to assess past performance, to identify training needs, to set and agree on future objectives and standards, and standards , and to facilitate the achievement of these goals.

II. RESEARCH METHODOLOGY

Research Design

The researcher has used the Descriptive research design.

Sample Design

The sample size taken for study was 100.

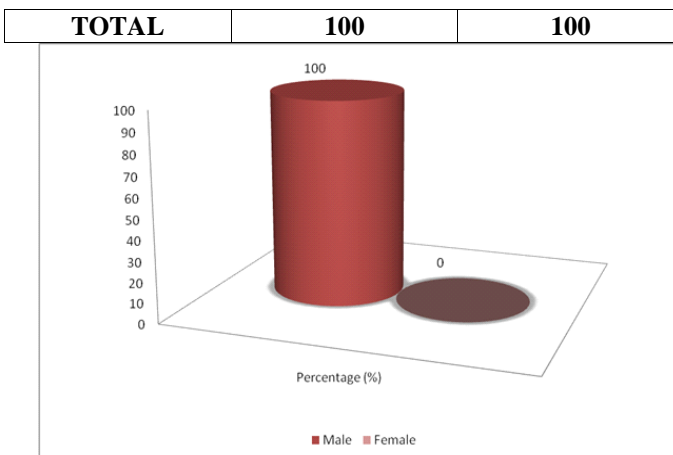
Sampling Technique

The sampling designs of different types. on the representation basis ,the sampling is a probability sampling and the element selection technique is unrestricted sampling on which simple random sampling is used as sampling design.

III. DATA ANALYSIS AND INTERPRETATION

Distribution Of Respondents By Gender

GENDER	FREQUENCY (N)	PERCENTAGE (%)
MALE	100	100
FEMALE	0	0



Distribution Of Respondents By Gender

IV. INFERENCE:

- Above table indicates that all the Respondents are male

V. FINDINGS & RESULTS

- Its has been identified that only sixty percentage of the Respondents agrees that the performance management system is working effectively
- Eighty percentage of Respondents are sentient of the performance management system
- It has identified that only sixty five percentage of the Respondents feel contented with the target fixing
- Almost fifty percentage of Respondents say that their superior are giving endorsement to fulfill their target
- Some of the Respondents feel the rating should be done authentically
- Almost sixty percentage of Respondents view says that the system is apparent
- Sixty percentage of the Respondents belief says that they are getting two way feedback for definite possessions
- Almost all the employee feels that their superior are listening their views
- Almost all the Respondents say opinion that they are getting advise from their superior
- Fifty percentage of Respondents says adopted model assisted in achieving its performance management system

VI. SUGGESTIONS

- Superior reaction should be supportive to the employees, so that it help to create a better understanding between them

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- There should be a periodic review so that the employee will come know about the level of achievement
- The review should done as a minimum of three months once
- Awareness has to be created about the rating used in the appraisal system, so that it helps to understand the system properly and evaluation should be transparent
- Therefore the present appraisal system should be improve further to increase the standard of appraisal system.

VII. CONCLUSION

The appraisal system showing a better result but doing further improvement which helps to make the system best. They have improve the interrelationship between employee and superior through this the employee get support from their superior to fulfill their targets and they have to make the review periodically. The appraise feels the review should done at least once in a three month i.e. the present appraisal system is effective. Therefore, everyone have active part in the performance appraisal system for doing further improvement which helps to make the system best.

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