

A Study on Performance Appraisal

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ABSTRACT

The human workforce behavior estimated with the help of performance appraisal through perception analysis of human resource management using working behavior metrics through gauge the employees in the technology generation.

Keywords :- Performance Appraisal, Technology Generation, Behavior Metrics, Questionnaire

I. INTRODUCTION

Performance Appraisal is a process of evaluating an employee s performance in terms of its requirements. Performance Appraisal can also be defined as the process of evaluating the performance and qualifications of the employees in terms of the requirements of the job for which he is employed, for purposes of administration including placement, selection for promotions, providing financial rewards and other actions which require differential treatment among the members of a group as distinguished from actions affecting all members equally.

II. LITERATURE REVIEW

Seldon,-Ingraham & Jacobson (2001) :- found that approximately 90 percent of good organizations

practice the appraisal system for employees performance.

Anderson, 2002 :- Performance appraisal is important for employees at all levels throughout the organization. The parameters, the characteristics and the standard for evaluation may be different, but the fundamentals of performance appraisal are the same. But performance appraisal is more effectively used as the tools of managing employee performance

According to Rudman 2003 :- performance appraisal has a positive and negative impact. Employees who receive a good score on his/her appraisal are generally motivated to perform well and maintain his/her performance. Positive feedback on appraisals gives employee a feeling of worth and value, especially when accompanied by salary increases. If a supervisor gives an employee a poor score on his/her appraisal, the employee may feel a loss of

Ruddin, 2005 :- Performance appraisal sounds simple but researches tell us that it is commonly used in performance feedback and identify individual employee's strengths and weaknesses

Gurbuz & Dikmenli, 2007 :- Studies show that there are many approaches for evaluating employee behaviour and performance with respect to job tasks and/or organisational culture. As a result, various applications of PA have left many managers in a state of confusion and frustration with the employee evaluation process

Bersin, 2008 :- The biggest complaint from managers is that they are not given sufficient guidelines to assess people; and the biggest complaint from employees is that the process is not equitable and fair. PA concentrates much in assessing past behaviours of employees, a situation some managers exploit to victimize unfavoured employees

Najafi et al. 2010:-Development of the evaluation progression is an imperative topic in the government administrator structure which is once a year conducted in the governmental organization , spend a great amount of moments as well as disbursement route for accomplishing the intention similar to: individuals augmentation, as well as improvement , promotions and assignments in administrative position, urging and penalty, revenue amplify, recruits presentation reaction as well as influential for instructive requirements. During the genus for accomplishing intention for an association, each individual be required to have adequate alertness for her/his position among reminiscent of wakefulness, workforce's determination perceive the sturdy and puny points for their concert and manners, so that they will most likely determine the troubles along with paucity to rotate recruits addicted in the direction for further aptitude as well as assessment

Lillian, Mathooko, & Sitati, 2011:- For achieving high performance goal of organization performance appraisal is very important component of human resource management. The information gathered and performance appraisal provide basis for recruitment

and selection, training and development of existing staff, and motivating and maintaining a quality human resource through correct and proper rewarding of their performance.

III. RESEARCH OBJECTIVE

Primary objectives:

To understand and identify the effect of performance appraisal on individual and organizational development.

Secondary objectives:

- To understand the existing relationship between management and employees.
- To judge the gap between employer actual performance and desired performance.
- To identify ways to improve the existing performance appraisal system.

Primary Data:

Primary data is the information collected for the first time; there are several methods in which the data is compiled. In this project it was obtained by mean of questionnaires. Questionnaire was prepared and distributed to the employees.

Secondary Data:

Secondary data needed for conducting research work were collected from company websites, library and search engines.

Research Instrument:

In this study the primary data was collected by survey technique. In this we distributed the questionnaires to the respondents. The researcher structured the questionnaire in the form of :

1. Close Ended Questions
2. Multiple Choice Questions

Questionnaire:

A questionnaire is a sheet of paper containing questions relating to contain specific aspect, regarding which the researcher collects the data. Because of their flexibility the questionnaire method is by far the most common instrument to collect primary data. The questionnaire is given to the respondent to be filled up.

Finding of the study:

Demographic profile:

Table1 : Age of the respondents

S. No	Options	No. of respondents	Percentage (%)
1.	Below 25	18	18
2.	25 to 35	58	58
3.	36 to 40	10	10
4.	41 and above	14	14
	Total	100	100

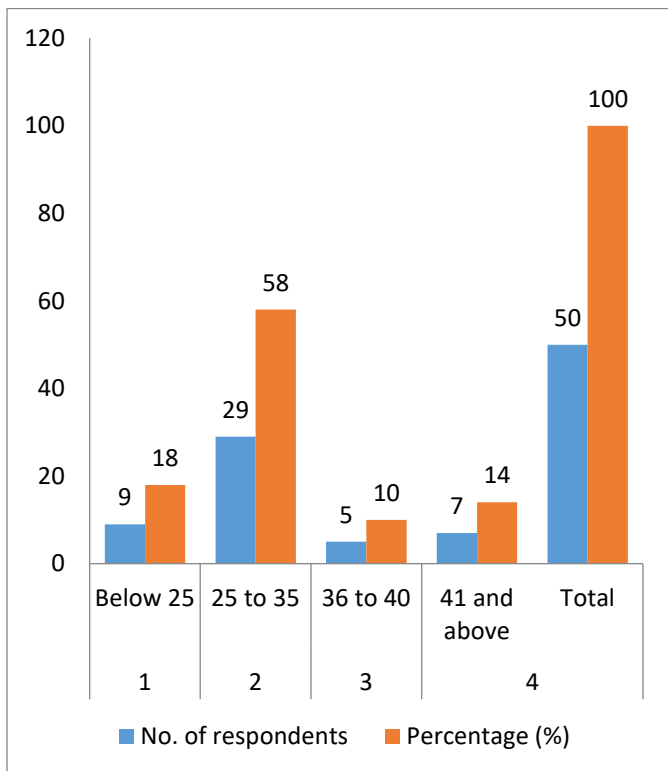


Table 2 : Experience of the respondents

S. No	Options	No. of respondents	Percentage (%)
1.	Below 1 year	8	8
2.	1 to 4 year	50	50
3.	5 to 10 year	26	26
4.	Above 10 years	16	16
	Total	100	100

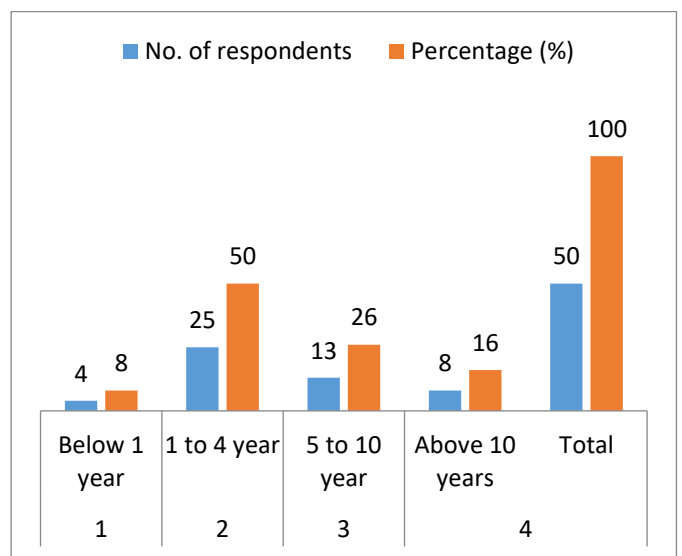


Table 3 : Education of the respondents:

S. No	Options	No. of respondents	Percentage (%)
1.	UG	46	46
2.	PG	48	48
3.	Others	6	6
	Total	100	100

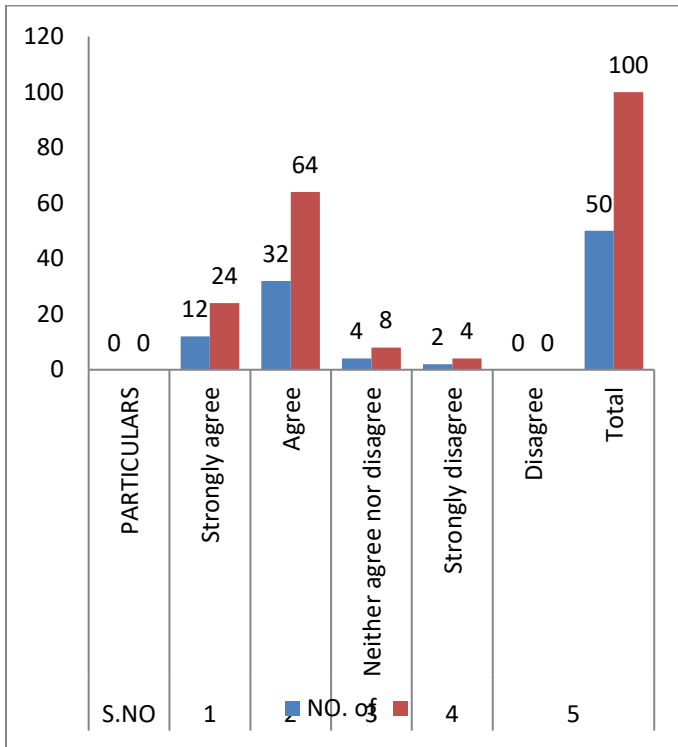


Table 4 : Financial incentives motivate more than non-financial

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	0	0
2	Agree	56	56
3	Neither agree nor disagree	28	28
4	Strongly disagree	16	16
5	Disagree	0	0
	Total	100	100

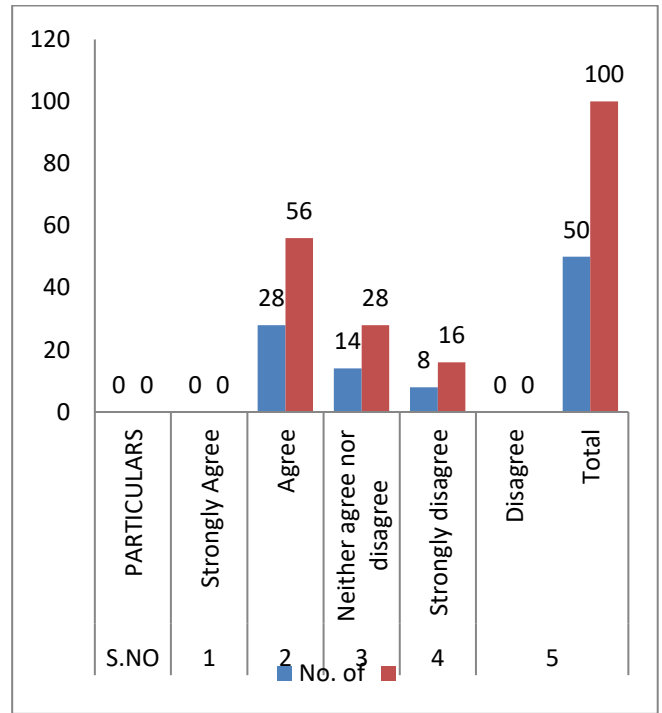


Table 5 : Satisfaction with regard to salary drawing at present

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	4	4
2	Agree	68	68
3	Neither agree nor disagree	20	20
4	Strongly disagree	8	8
5	Disagree	0	0
	Total	100	100

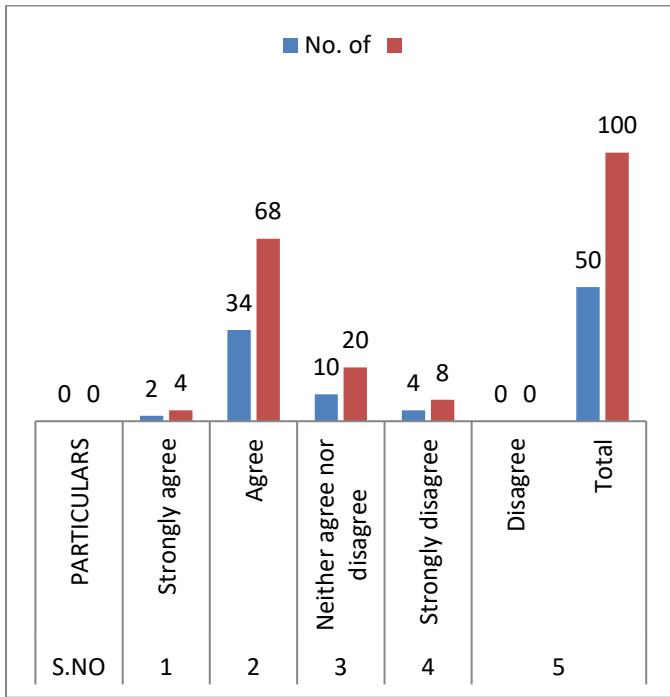


Table 6 : Satisfaction with regard to lunch breaks, rest breaks, and leaves provided

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	8	8
2	Agree	68	68
3	Neither agree nor disagree	24	24
4	Strongly disagree	0	0
5	Disagree	0	0
	Total	100	100

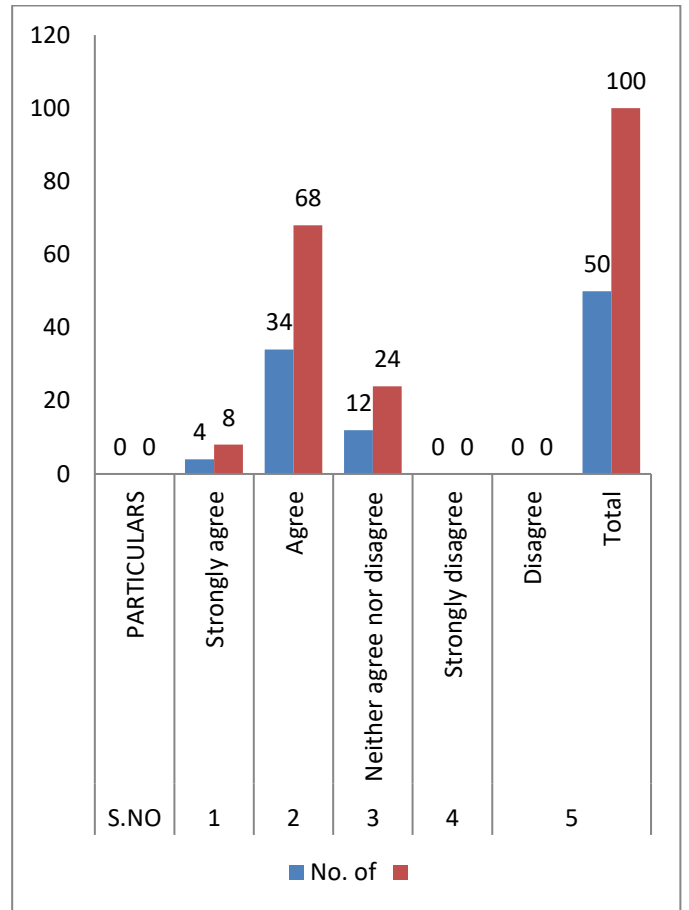


Table 7 : Table showing good physical working conditions providing in the organization

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	8	8
2	Agree	72	72
3	Neither agree nor disagree	20	20
4	Strongly disagree	0	0
5	Disagree	0	0
	Total	100	100

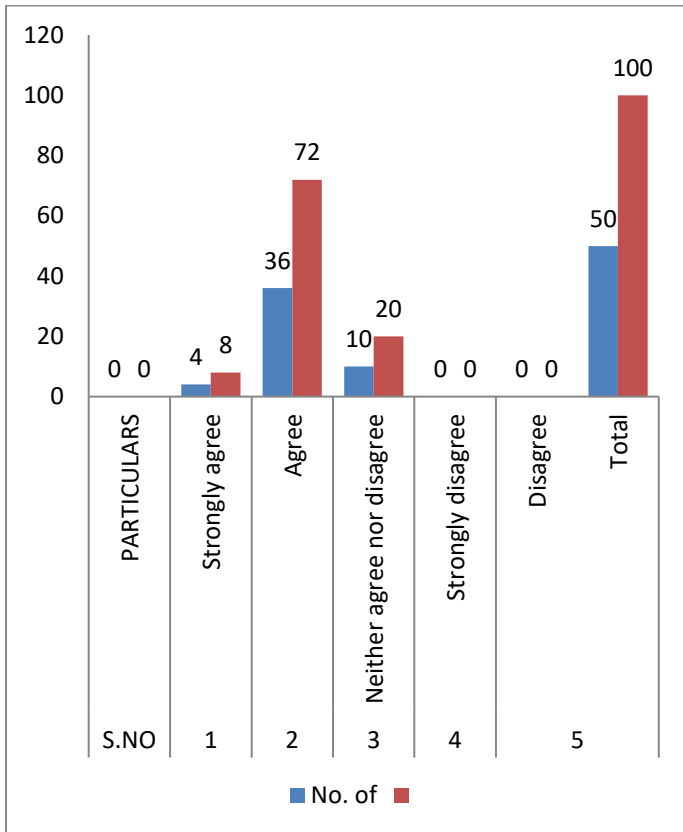


Table 8 : Opinion of the employees with regard to job security

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	20	20
2	Agree	72	72
3	Neither agree nor disagree	8	8
4	Strongly disagree	0	0
5	Disagree	0	0
	Total	100	100

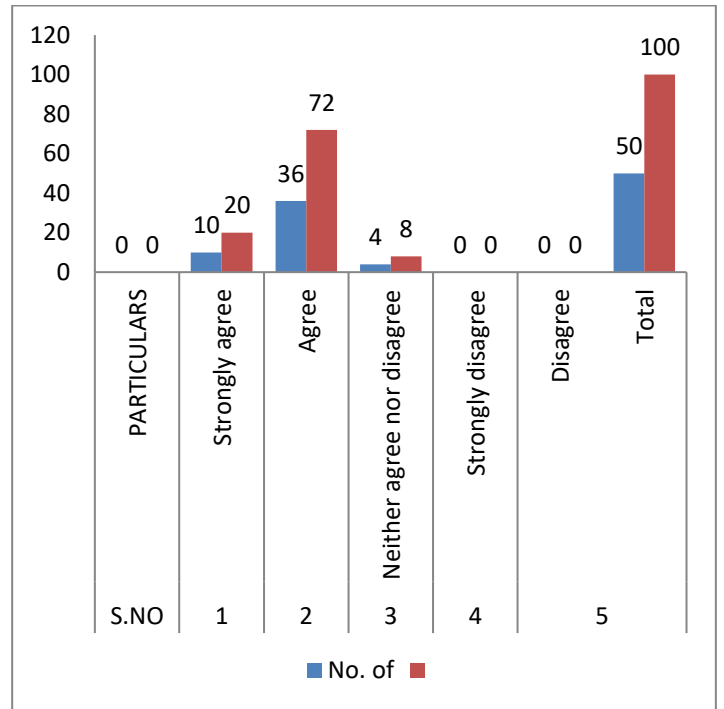


Table 9 : Retirement benefits available are sufficient

S.NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	24	24
2	Agree	60	60
3	Neither agree nor disagree	16	16
4	Strongly disagree	0	0
5	Disagree	0	0
	Total	100	100

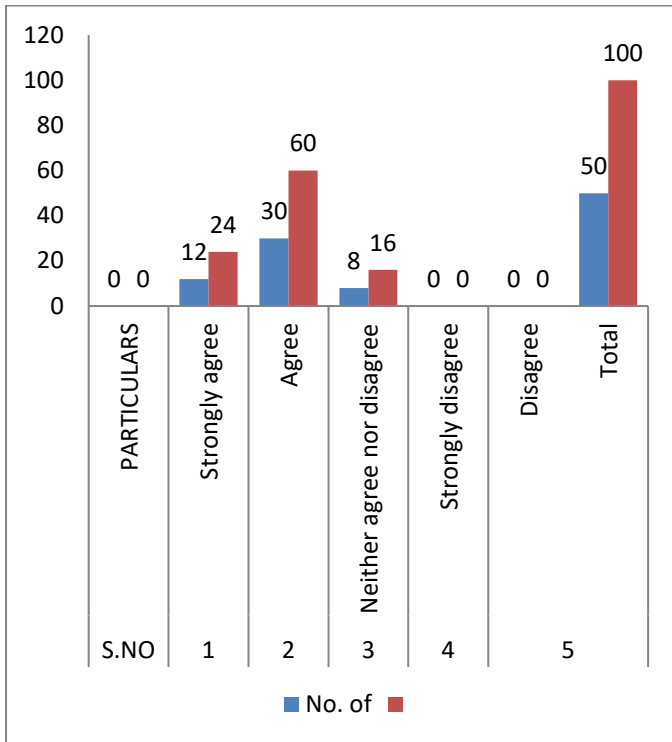
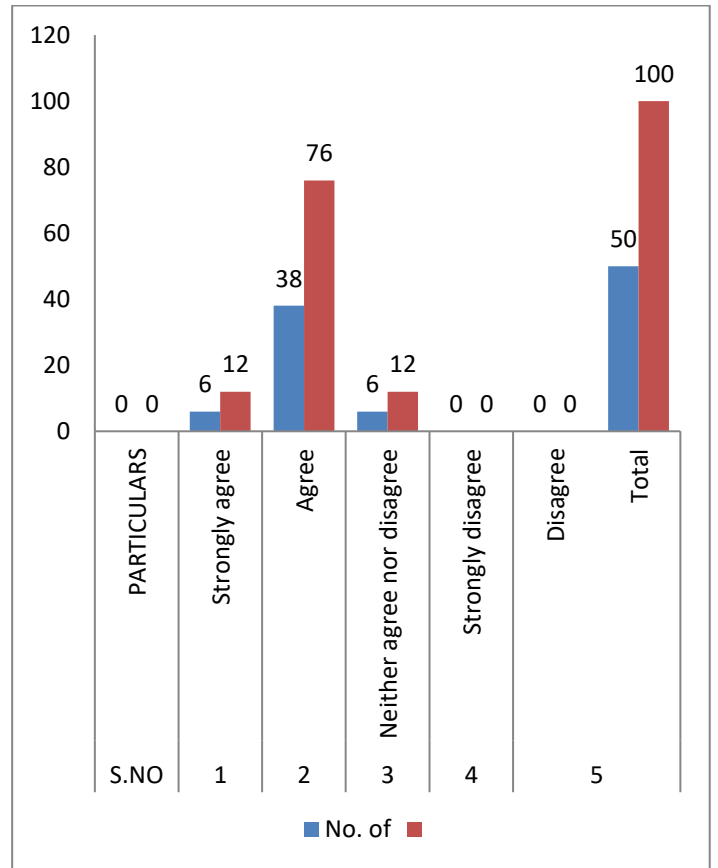


Table 10 : Table showing Visibility with top management

S.N O	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	12	12
2	Agree	76	76
3	Neither agree nor disagree	12	12
4	Strongly disagree	0	0
5	Disagree	0	0
	Total	100	100



Finding:

- Respondents are highly agree with financial and non-financial incentives.
- Respondents are agree with salary drawing system.
- Respondents are somehow agree with job security.
- Respondents are highly agree with retirement benefits.
- Respondents are somehow agree with visibility with top management.

Recommendation:

- Employee- employer relations: The employer should make effort to talk to the employees and share his/her view on various topics. Employer should encourage and support the employee.
- Employee- employee relation: Only a few of the employees trust their co-workers, therefore this area needs improvement. Group activities should

be encouraged more so that employees can work together and thus strengthen their relation. More informal gatherings should be encouraged so that they can know each other.

- Few of the employees are not satisfied with the lunch breaks, rest breaks provided it can be extended.
- Some of the employees are not satisfied with the relationship between the top management they should be free to speak with their employees.

IV. CONCLUSION

The employees are found to be motivated and they are happy with the pay structure, benefits, work hours, freedom to work etc. The organization has to be appreciated for keeping the employee highly motivated and thereby helping them to meet personal as well as organizational goals.

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