



IJRASET

International Journal For Research in
Applied Science and Engineering Technology



INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Volume: 8

Issue: III

Month of publication: March 2020

DOI:

www.ijraset.com

Call:  08813907089

E-mail ID: ijraset@gmail.com

A Study on Performance Appraisal Management System at a Concern in Trichy

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Abstract: A study to identify the factors that influencing performance appraisal management system in a concern at Trichy. The study is to identify various factors that determines the performance appraisal system of the organisation. The study factors such technology, managers management style, situational effect, organisational climate and culture, employee input, congruence between employee need and organisational reward. Secondary data were collected from the available literature sources.

Keywords: Performance appraisal, factors influencing, job satisfaction.

I. INTRODUCTION

Performance appraisal information in the process of analyzing training needs. The model identifies performance discrepancies, determines causes, and chooses interventions based on internal and external factors. A performance evaluation is a systematic and periodic process that assesses an individual employee job performance and productivity. It also based on relation to certain established criteria and organisational objectives.

A. Performance Appraisal Concept

Performance appraisal is the methodical assessment of employees with respect to their performance on their job and their potential for development. A performance appraisal is an assessment done on an employee job performance over a specific period of time. The focus of the performance appraisal is measuring and improving the actual performance of a employee and also the future potential of the employee. The works performed by different employee differ in many aspects due to the difference in their background, experience, knowledge, skills, abilities, and aptitudes. Such differences determine the need for training and development activities. It is powerful tool to calibrate, refine and reward the performance of the employee. It helps to analyse his achievements and evaluate his contribution towards the achievements of the overall organisational goals.

B. Purpose Of Performance Appraisal

- 1) Evaluation is the major purpose of performance appraisal which is used to evaluate how well employee have conducted their duty.
- 2) Providing continuous feedback is essential for the employers to know what the performance and achievements have been made by their employees.
- 3) It helps to provide clarity of expectation and actual result.
- 4) It identifies the area of weakness of employees.
- 5) Helps to determine training and developmental needs.
- 6) It provide career path and determine promotion of employees.
- 7) Helps in taking corrective action.
- 8) It decides salary, rewards, retention and termination of employees.
- 9) Evaluate effectiveness of HRM functions.
- 10) It helps in improving decision making ability.

C. Factors Influencing Performance Appraisal

- 1) Technology
- 2) Manager's management style
- 3) Situational effects
- 4) Organisational culture and climate
- 5) Employee input

Congruence between employee need and organisational reward

II. OBJECTIVE OF THE STUDY

To study the performance appraisal management system at a concern in Trichy.

III. REVIEWS OF LITERATURE

Nurse also discussed the impact of appraisal on employee and organisations. He pointly suggested that results of appraisal provide information to managers to take future steps about promotions and development of employee.

P.Suresh and Dr.M. Akbar Mohideen studied performance appraisal about the effectiveness and satisfaction level of employees with regard to present system. The data were collected through questionnaire.

Dr. J. Vincent Xavier conducted a study on effectiveness of performance appraisal System and its influence with the socio demographic factors of the employees. The result shows that performance appraisal system of particular industry is effective and have influence in the socio demographic factors.

Sruchitra Maheswari Rath conduct a study to find operative function in human resource departmentwith respect to performance evaluation system in a private organisation. This study recommends the need to ensure the fairness so that it does not demotivate n employee or have a negative in goal accomplishment.

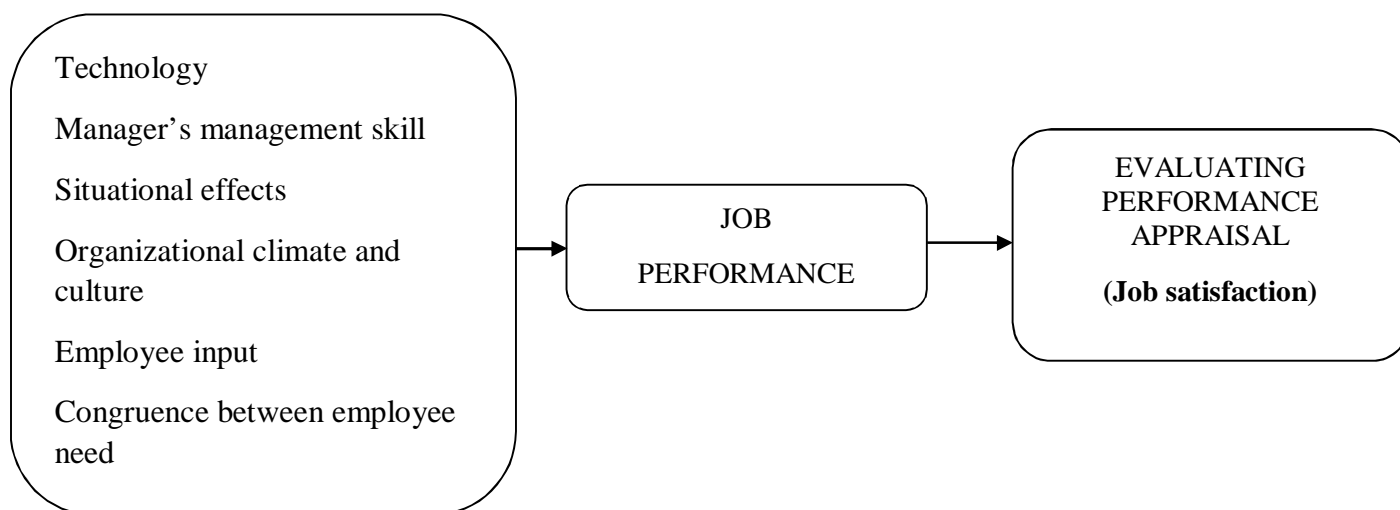
Cemal Zehir, Azize Sahin, Hakan Kitapç, Mehtap Ozsahin The Effects of Brand Communication and Service Quality In Building Brand Loyalty Through Brand Trust; The Empirical Research On Global Brands (2011),this study was designed to investigate the effects of brand communication, service quality on brand loyalty. They conclude that the brand communication and service quality has a positive effects on brand trust and the brand trust has the positive effects on brand loyalty.

Cummings in an article titled, “A Field Experimental Study of the Effects of Two Performance Appraisal Systems”, reported the results of a field experiment designed to test the effects of manipulating several elements of an operative level performance appraisal system. First, the multipurposive nature of appraisal in formal organizations is discussed. This is followed by a brief overview of the literature on performance appraisal. The design and results of the study at hand are then discussed.

Randell in his paper titled ““Performance appraisal: purposes, practices and conflicts”, discusses the collection of information from and about people at work. It attempts to structure the field, define key problems, expose sources of conflict and point the way to resolving major difficulties

Decotiis and Petit in their article titled, “The Performance Appraisal Process: A Model and Some Testable Propositions”, present a literature-based model of the determinants of the accuracy of performance ratings. The model indicates that the major determinants of accuracy are: (a) rater motivation; (b) rater ability; and (c) availability of appropriate judgmental norms. Several propositions and suggestions for further research are derived from the components of the model.

IV. FRAME WORK OF THE STUDY



V. CONCLUSION

This study is based on performance appraisal management system at a concern in Trichy. The organisation encourages the employee for their organisational goals, mission and productivity through better performance appraisal practises.



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