

A Study on Employee Performance Appraisal Management in Sri PKP Spintex Mill Pvt Ltd to Dharmapuri

Jaikumar

Assistant Professor, MBA Department,
Sengunthar Engineering College (Autonomous)
Kosavampalayam, Tiruchengode, Namakkal Dt., Tamil Nadu, India

Pradeep.R

Master of Business Administration Student,
Sengunthar Engineering College (Autonomous)
Kosavampalayam, Tiruchengode, Namakkal Dt., Tamil Nadu, India



CrossMark



Publication History

Manuscript Reference No: IJIRIS/RS/Vol.09/Issue04/JLIS10102

Research Article | Open Access | Double-Blind Peer-Reviewed | Article ID: IJIRIS/RS/Vol.09/Issue04/JLIS10102

Received: 20, March 2023 | Revised: 12, April 2023 | Accepted: 26, April 2023 | Published Online: 31, July 2023 | Volume 2023
Volume 2023 | Article ID JLIS10102 <http://www.ijiris.com/volumes/Vol09/iss-04/23.JLIS10102.pdf>

Article Citation: Jaikumar, Pradeep (2023). A Study on Employee Performance Appraisal Management in Sri PKP Spintex Mill Pvt Ltd., to Dharmapuri. International Journal of Innovative Research in Information Security (IJIRIS), 10, 352-356
doi: <https://doi.org/10.26562/ijiris.2023.v0904.23> **BibTex key:** Uma@2023Study



Copyright: ©2023 This is an open access article distributed under the terms of the Creative Commons Attribution License; which Permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited.

Abstract: The research purpose is to determine the study of the performance appraisal of employees. Performance appraisal refers to the regular review of an employee's job performance and overall contribution to a company. The objective is to know the effect of performance appraisal on employee motivation. The research reveals that performance appraisal leads to improved employees' performance. Which results from increased productivity in the organization? The research design used is descriptive in nature. The data collection instrument is primary data that is collected through questionnaires. In the research of 100 respondents were taken. Employees are satisfied with the current performance appraisal of the company. The majorities of the employees are motivated of the organization through feedback and increased productivity. Furthermore, the general environment of the organization is very friendly, and as a result, the corporation has not imposed any specific measure to address employee performance assessment issues.

Keyword: Performance appraisal, Job satisfaction, Employee motivation, Feedback performance

INTRODUCTION

Performance appraisal is the process through which an individual employee's behaviour and accomplishments for a fixed time period are measured and evaluated. It is a method of evaluating the behaviour of employees in the work spot. Performance is always measured in terms of results. Under performance appraisal, we evaluate not only the performance of a worker, but also his potential for development. According to Flippo, "Performance appraisal is the systematic, periodic and an impartial rating of an employee's excellence in matters pertaining to his present job and his potential for a better job". "Merit-rating of an employee is the process of evaluating the employee's performance on the job in terms of the requirements of the job". It is a technique of assessing the worth of an employee with reference to job requirements. Thus, performance appraisal is the process of determining and communicating to an employee how well he is performing the job. Performance appraisal is the process of obtaining, analyzing and recording information about the relative worth of an employee. Its aim is not simply to develop a rational basis for personal decisions.

The main characteristics of performance appraisal are:

Performance appraisal is a process consisting of steps

It is the systematic examination of an employee's strength and weakness

Performance appraisal is a scientific or objective study

It is an ongoing or continuous process where in the evaluations are aligned periodically according to a definite plan

The main purpose of performance appraisal is to secure information necessary for making objective and correct decisions on employees

It is used to provide training to appraisers

This would improve rating performance

REVIEW OF LITERATURE:

Venclova Katerina (2013): The article focuses on employee performance appraisal methods used in Czech agricultural enterprises. The first section of the article looks into the theoretical underpinnings of the term "formal appraisal" as well as employee performance appraisal methodologies as described by Czech and international experts. Furthermore, the paper provides staff performance appraisal methodologies that are regarded relevant for agricultural enterprises in the Czech Republic, based on a questionnaire study.

Ashima Aggarwal, Gour Sundar Mitra Thakur (2013): Performed a review of performance appraisal methods Ranking, Graphic Rating Scale, Critical Incident, Narrative Essays, Management by Objectives, Assessment Centers, BARS, 360 Degree, and 720 Degree are some of the performance appraisal approaches discussed, as well as their benefits and drawbacks. The traditional method of performance appraisal or the modern methods of performance appraisal are used by the organisations. Organizations utilise a performance appraisal system to assess the efficacy and efficiency of their personnel. Because each individual approaches their task differently, a performance appraisal system is required

Peter R. Scholtes (1993): The research is based on a comparison of total quality or performance appraisals. TQM and performance appraisal, according to the author, are incompatible. Customer awareness, systems thinking, a grasp of variance, teamwork A LITERATURE REVIEW ON PERFORMANCE APPRAISAL METHODS / TECHNIQUES PJAE, 18(8) (2021) 4281 appreciation, mastery of improvement methodologies, and a comprehension of the process of personal motivation and learning are all required for TQM. TQM's very requirements are thwarted by performance appraisal. TQM necessitates that we comprehend, control, and improve processes in order to benefit the consumer. The goal of performance appraisal is to ensure that an individual's behaviour is controlled to the satisfaction of his or her boss. Managers must choose between the two approaches: one or the other, but not both.

Rocio de Andres (2010): Looked into Distance function approaches are used to evaluate performance. Some companies use performance appraisal to analyse their employees' efficiency and production in order to plan their promotion, wage, and layoff policies, among other things. Initially, only the executive staff carried out this procedure, but it has since grown into an evaluation process based on the opinions of many reviewers, supervisors, collaborators, consumers, and the employees themselves (360-degree method). Reviewers analyse several signs connected to an employee's performance appraisal in such a process. The authors of this research proposed an evaluation system in which diverse groups of reviewers participate in the evaluation process

Rafiqul (2006): According to this notion, an effective performance evaluation system is a tool for evaluating employee performance and recommending ways to increase individual and organisational efficiency. Employee performance evaluations using the AHP (analytic hierarchy process) on ISMS personnel are the topic of this case study. AHP can be used to assess employee output in terms of quantity and quality of work, planning and organisation, initiative and commitment, collaboration and cooperation, communication, and external influences. The usage of AHP in the ISMS Company has a number of benefits, including the fact that it is quick and easy to adopt due to its standardization, and it may meet subjective needs.

PERFORMANCE APPRAISAL

Definition: Many theorists, authors, research scholars and practitioners have defined performance appraisal in a wide variety of ways.

McGregor: "Performance appraisal defined as a systematic, periodic evaluation of the worth of an individual to an organization usually made by a superior or some in a position to observe his performance"

C.D.Fisher, L.F.Schoenfeldt & J.B.Shaw: "Performance appraisal is the process by which an employee's contribution to the organization during a specified period of time is assessed".

Dale yoder: "Performance appraisal includes all formal procedures used to evaluate personalities and contributions and potentials of group members in a working organization. It is a continuous process to secure information necessary for making correct and objective decisions on employees".

Alford& Beatty: "It is the evaluation or appraisal of the relative worth to the company of a man's services on his job"

Beach: "Performance appraisal is a systematic evaluation of the individual with regard to his or her performance on the job and his potential for development".

OBJECTIVES OF PERFORMANCE APPRAISAL

To create and maintain a satisfactory level of performance.

To contribute to the employee growth and development through training, self and management development programmes.

To help the superiors to have a proper understanding about their subordinates

To guide the job changes with the help to continuous ranking.

To facilitate fair and equitable compensation based on performance.

To facilitate for testing and validating selection tests, interview techniques through comparing their scores with performance appraisal ranks.

To provide information for making decisions regarding lay-off, retrenchment etc.

To determine the effectiveness of employees on their present job so as to decide their benefits.

QPROCESS OF PERFORMANC APPRAISAL

Job Analysis, Job Description and Job Specification, Performance appraisal is a process not to be undertaken in isolation of various human resources functions. It begins with job analysis, job description and job specification. These helps in establishing the standard performance. Establishing standards of performance, the standards set for performance must be clearly defined and unambiguous. They should be attainable by a normal employee. To be useful, standards should relate to the desired result of each job. Performance standards must be clear to both the appraiser and the appraisee. Communicating performance standards to employees.

Performance appraisal involves at least two parties; the appraiser who does the appraisal and the appraisee whose performance is being evaluated. The performance standards specified in the second step above are to be communicated and explained to the employees so that they come to know what is expected of them.

The performance of different employees should be so measured that is comparable. Performance measures must be easy to use, be reliable and report on the critical behaviours that determine performance.

Comparing actual performance with standards and discussing the appraisal with employees. Actual performance may be better than expected and sometimes it may go off track. Deviations if any from the set standards are noted. Along with the deviations, the reasons behind them are also analysed and discussed. Such discussions will enable an employee to know his weakness and strengths.

HUMAN RESOURCE DEPARTMENT

Company target is to place the right person to right job, to evaluate efficiently our human resources, to contribute to training and development, to increase loyalty and pave the way to career opportunities. Equal opportunity policy we treat everybody equally regardless of religion, language, race, gender, age, ethnicity distinction. By providing equal opportunities to all candidates in our recruitment process, we aim to employ the right person for the right job.

Recruitment Policy: The recruitment policy is to provide equal opportunities to candidates and allow and process of the company and their process of the opportunity to accurate way to employee. Human resource management is very useful in this company of the organization.

Training and Development Policy: Education is an important element in the development of our employees and our company; we continuously invest in our human resources. Our education policy, our employees, is to support training needs to enable them to continue their task with high motivation and performance. With this approach personal development training and job.

SCOPE OF THE STUDY

The scope of the study is very wide since appraisals of the performance of various employees have greater impact over the growth of the industry To improvement the level of job satisfaction of employees. To understand the attitude of employee towards the job 4. It is to find out the opinion of respondents regarding performance appraisal system in the organization

OBJECTIVES OF THE STUDY

The primary objectives of the research is to identify the study on employee performance appraisal system of king refinery private limited. To identify the employee awareness of existing performance appraisal system. To study the impact of a performance appraisal system towards the performance of employees in terms of commitment, skills and responsibility.

RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem by applying various research techniques along with the logic behind problem.

RESEARCH DESIGN

The project study is both descriptive and analytical in nature. Research design is the specification of methods and procedures for acquiring the information needed. It is an overall operational pattern (or) framework of the project that stipulates what information is to be collected from which source and by what procedures.

SAMPLING DESIGN

For the study two different types on non-probability sample design were used.

DATA COLLECTION METHOD

Primary data

Primary data has been the data originated by the researcher for the specific purpose of addressing the research problem. A questionnaire was used to obtain the information from the respondent.

Secondary data

The books were referred to obtain related theoretical concepts.

DEFINING THE POPULATION

The total employees working in the organisation is 300.

SAMPLES SIZE

A total of 100 samples have been selected for the study. ANALYTICAL TOOL USED Simple percentage methods are used for analysis.

Chi-square analysis

SIMPLE PERCENTAGE

In this project percentage analysis test was use. The percentage method is used to know the accurate percentage of the data we took. The following formula was used

No of respondents

Percentage of respondents = ----- X 100

Total no of respondents

CHI-SQUARE ANALYSIS

The Chi- square test is one of the simplest and most wickedly used non- parametric tests in statistical work. The quantity ² describes the magnitude at the discrepancy between theory and observation.

Chi – square test

$$(O - E)^2$$

$$\chi^2 = \sum \frac{E}{E}$$

O = Observed Frequency E = Expected Frequency

In generated expected frequency for any cell can be calculated from the following equation.

$$RT * CT$$

$$E = N$$

DATA ANALYSIS AND INTERPRETATION

TABLE – I THE TABLE SHOWING AGE WISE CALCULATION OF THE RESPONDENTS

PARTICULARS	NO OF RESPONDENTS	PERCENTAGE (%)
20-25 years	11	11
25-30 years	18	18
30-35 years	29	29
35-40 years	25	25
Above 40 years	17	17
Total	100	100

INTERPRETATION

From the above table, 29% of the respondents are in the age group of 30-35 years, 25% of the respondents are in the age group of 35-40 years, 18% of the respondents are in the age group of 25-30 years, 17% of the respondents are in the age group of above 40 years and remaining 11% of the respondents are in the age group of 20-25 years.

TABLE- 2: THE TABLE SHOWING WORK EXPERIENCE WISE CLASSIFICATION OF RESPONDENTS

PARTICULAR	RESPONDENTS	PERCENTAGES (%)
Less than 3 years	28	28
3-5 years	35	35
5-10 years	12	12
10-15 years	15	15
Above 15 years	10	10
Total	100	100

INTERPRETATION

From the above table, 35% of the respondents are between 3-5 years of working experience, 28% of the respondents are Less than 3 years of experience, 15% of the respondents are between 10-15 years experience, 12% of the respondents are 5-10 years experience and remaining 10% of the respondents are above 15 years experience.

FINDING

- Majority 29% of the respondents are age group between 30-35 years.
- Majority 58% of the respondents are male category.
- Majority 26% of the respondents are Degree qualification.
- Majority 35% of the respondents are between 3-5 years experience.
- Majority 41% of the respondents are getting monthly income of Rs.5000 to 10000.
- Majority 33% of the respondents are Adopt monthly appraisal system.
- Majority 34% of the respondents satisfied the management of performance appraisal system.
- Majority 26% of the respondents for timely deliver for training to employees.
- Majority 32% of the respondents satisfied the job performance.
- Majority 32% of the respondents agree that Training programe provide improve the job performance.
- Majority 43% of the respondents strongly agree that realize strength and weakness for appraisal system.
- Majority 39% of the respondents agree that future growth of employees.
- Majority 31% of the respondents agree that conduct remedial measure.
- Majority 35% of the respondents agree for satisfied the current performance appraisal system.
- Majority 27% of the respondents agree that transparent the appraisal system.
- Majority 23% of the respondents agree that changes need the current appraisal system.
- Majority 40% of the respondents agree that improve performance for feedback of appraisal system.
- Majority 31% of the respondents strongly agree the creating opportunities for training programme.
- Majority 37% of the respondents agree that satisfied the increment based on performance.
- Majority 32% of the respondents agree that recognized the reward, promotion and incentives.
- Majority 34% of the respondents strongly agree that consider for feedback of appraisal system.
- Majority 22% of the respondents agree for provide clarity regarding expectation and responsibility.
- Majority 33% of the respondents agree for assessed by self, superior or consultant.
- Majority 44% of the respondents strongly agree for reduce the grievance.

SUGGESTIONS

- The appraisal system should be known to the individual for the purpose of self- development, to eradicate the previous negative things and to improve his attitude in efficiency.
- Counselling programme for employees can be arranged after the completion of performance appraisal.
- Appraisal reports are to be scrutinized by expert committees at division and corporate levels for correctness as sometimes it is observed that they are being influenced by personal feelings.
- Though the organization is providing various ways for employee improvement, to promote continuous learning there should be specific mentioning of new skills required and marks should be awarded based on skills acquired, which motivates the employees to learn more.
- The Appraisal system is to be modified for every five years to make it more effective and in tune with changing time

CONCLUSION

Performance appraisal provides feedback information about the level of achievement and behaviour of subordinates, rectifying performance deficiencies and to set new standards of work, if necessary. It also identifies individuals with high potential who can be groomed for higher positions. The company should make arrangement for performance appraisal committee. If the mode of appreciation method is in award and prizes, employees can be easily motivated. After the performance appraisal by the company, the corrective measures must be taken immediately. It must be revised its appraisal system as to ensure the company to increase its productivity. Basis on the overall analysis, it is hereby concluded that the employees of are satisfied with the present appraisal system which serves as a means for evaluating the effectiveness of devices used for the selection and classification of employees in this company.

BIBLIOGRAPHY

1. K. Aswathappa, (2008) "Human Resource Management", Tata Mcgraw Hill publishing Ltd, New Delhi. Fifth Edition.
2. Dr. C.B.Gupta, (2001)" Human Resource Management", Sultan Chand & Sons, New Delhi.
3. N.G. Latha Nair, (2001)"Personnel Management & Industrial Relations" Sultan Chand & Sons Company Ltd New Delhi.
4. S.N. Murthy,Dr.V. Bhojanna (2008) "Business Research Methods" published by Excel Books, New Delhi, Second Edition.
5. M.V. Moorthy,"Principles of Labour Welfare", Tata Mcgraw Hill publishing Ltd., New Delhi.
6. M.M. Varma, R.K.Agarwal, (2001) "Personnel Management & Industrial Relations", King Books New Delhi.