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“A STUDY ON PERFORMANCE APPRAISAL OF EMPLOYEES”

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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 results reveal 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 majority 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.

INTRODUCTION

A performance appraisal is a regular review of a worker's job performance and overall contribution to the company. Performance appraisal is used by companies to provide employees with broad feedback on their work. A performance appraisal is usually performed once a year. In fact, the world "industrial relation" has come to refer to the relationship between industrial enterprise's management and labor unions. It should include "employee relation;" regardless of whether or not a union exists in a specific unit. We all know that unions were formed because individual employees have long been abused by their employers. To be sure, the majority of organizations, big and small, are looking beyond conventional mentoring practice by building a mentoring community. A mentoring culture is one in which the organization's mentoring abilities, expertise, and skill are continually improved. Job descriptions that are well-written are an important communication resource for the company's success. Poorly written job descriptions, on the other hand, cause workplace frustration, hinder communication, and make employees feel as though they have no idea what is expected of them.

Job specifications are written statements that outline a job's roles, tasks, requisite skills, and reporting relationship. Job descriptions are created using analytical data gathered through job review, an understanding of the competencies and skills needed to complete required tasks, and the organization's needs to deliver work. The duties of a particular position are clearly identified and spelled out in job descriptions. Working conditions, tools, supplies, expertise and skills needed, and relationships with other positions are all included in job description.

The goal of performance appraisal is to:

- I. Evaluate an employee's performance over time, and so on.
- II. Reduce employee dissatisfaction.

LITERATURE REVIEW

The review's goal is to provide context for the research conducted. It is a description of what has been published on a topic by accredited scholars and researchers, and it discusses published information in the specific subject area and, at the time, within a specific time period. It is emphasized that this chapter is so important that its omission represents the avoidance or absence of a major element in research. This chapter provides a brief overview of studies on the concept of performance appraisal conducted by various scholars and experts. An attempt was also made to identify the gaps in the literature. (salleh, 2013) Fairness of performance appraisal and organizational commitment. The data was collected through primary sources by distributing questionnaires to teachers. Objective was the result to study also examined the intermediary effects of satisfaction in these two relationships. And it has been concluded that is to make performance evaluation more effective in influencing organizational commitment; satisfaction of the civil servants should be given priority, as well as a fair performance management within the organization. (Singh, 2010) Performance appraisal practices in Indian service and manufacturing sector organizations. The data was collected through primary sources by distributing questionnaires to teachers. Objective was the result to study Performance appraisal will be positively related with employee performance in service sector organizations. And it has been concluded that is Today's employees want to know not only how they fit in with the targets of the organization for which they work but also what aspects of self-improvement are needed in their performance. (ikramullah, 2012) Purposes of performance appraisal system: A perceptual study of civil servants in district dera is mail khan Pakistan. The data was collected through primary source by distributing questionnaire to teachers. Objective was the result to the implies that appraisers are not fully aware of all the purposes of PAS, with exception of a sole purpose. Support for promotion decisions. And it has been concluded that this will develop appraisers' perceptions that the system is used for accomplishing specified purposes. (C. C. Yee, 2009) Performance Appraisal System using Multifactorial Evaluation Model. The data was collected through primary sources by distributing questionnaires to teacher. Objective was the result to judge the work performance of their subordinates informally and arbitrarily especially without the existence of a system of appraisal. We have developed a performance appraisal system utilizing the performance appraisal criteria from an Information and Communication Technology based company. (Daniel, 2019) **Analysis the concept of performance appraisal system on employees' development** The data was collected through primary source by distributing questionnaire to teacher. Objective was the results to study identify the impacts of performance appraisal on employee's development. And it has been conclusion is the research concluded that organizations should appraise their employees often through utilized targets, accomplishments, organization goals, time management and efficiency for performance measure purposes as it would lead to increase in employee's development.

RESEARCH OBJECTIVE

Primary Objective

- To study the impact of a performance appraisal system towards the performance of employees in terms of commitment, skills and responsibility.

Secondary Objective

- To study the effect of performance appraisal on employees' productivity.
- To study the significant relationship between employee satisfaction on performance appraisal system.

RESEARCH METHODOLOGY

The research design of this study is descriptive in nature. Both primary and secondary data used to investigate the study of performance appraisal of employees. The major interest, however, is in the use of primary data via the questionnaire method. The data is gathered using a structured questionnaire, and the sample size is 100. The frequency and reliability tests were used to analyze the data. Mean, standard deviation, coefficient of skewness, test of reliability have been used for research analysis.

Data Analysis and Interpretation

Hypothesis Development

Based on employee performance appraisal the following hypotheses are developed

Ho1 There is no significant relationship between age on managed my time and skills.

Ho2 There is no significant relationship between education qualification on coaching is proper in this organization.

Ho3 There is no significant relationship between education qualification on rate is my skills utilized.

Ho4 There is no significant relationship between age on which you are satisfied with the stress of your current job.

Ho5 There is no significant relationship between education qualification on which you satisfied with the working environment.

FINDING OF THE STUDY**Reliability statistics****Table:1 Reliability statistics**

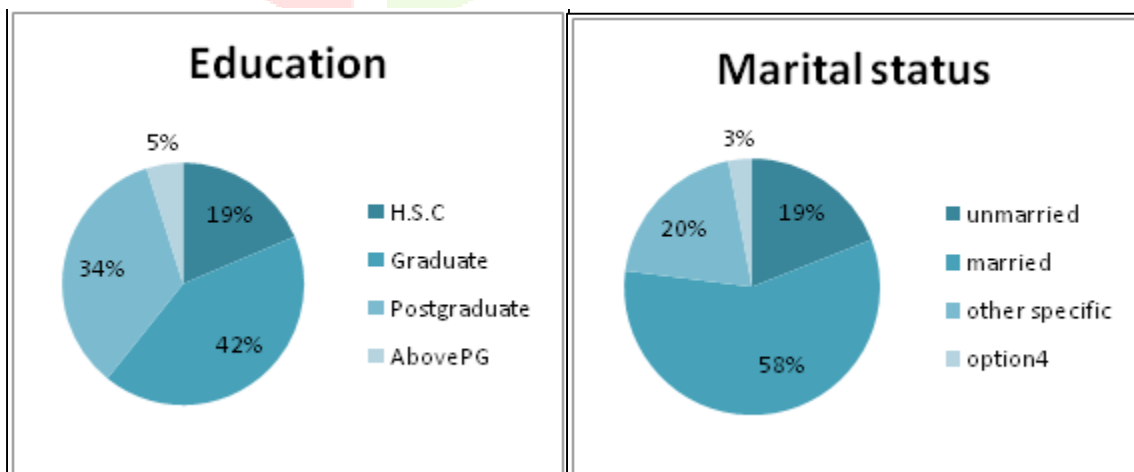
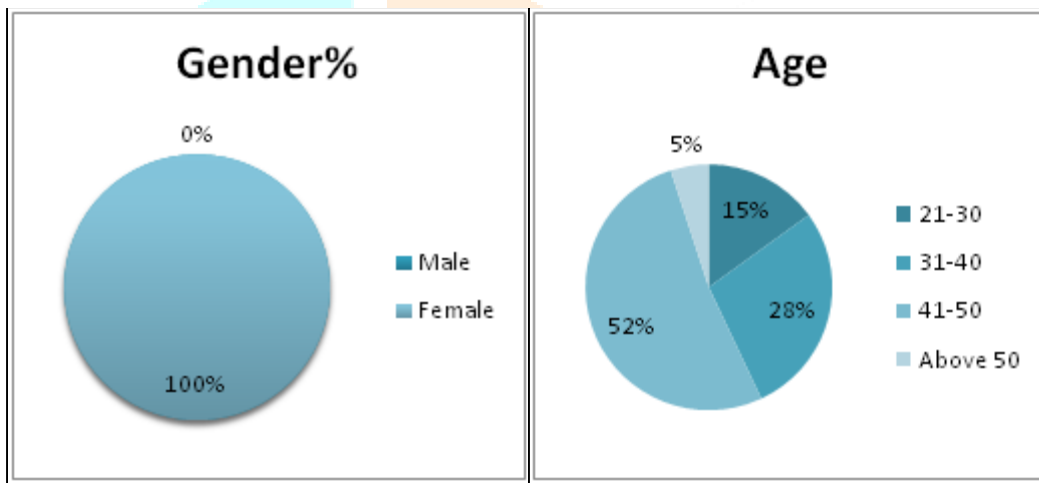
Reliability Statistics	
Cronbach's Alpha	N of Items
.555	24

Reliability Analysis: Reliability test was carried out by using SPSS software and the reliability test measure given below. Cronbach's alpha: .555, the standard value is at 0.5 but over here it's highly reliable, so all the questions were found reliable.

Demographic Profile:**Table:2 Demographic profile of the respondents**

Demographic variable		Frequency	Percentang
Gender	Male	100	100
	Female	-	-
Age	21-30	15	15.0
	31-40	28	28.0
	41-50	52	52.0
	Above 50	5	5.0
Education	HSC	19	19.0
	Graduate	43	43.0
	Post Graduate	35	35.0
	Above PG	5	5.0
Marital status	Unmarried	19	19.0

	married	58	58.0
	Other specific	20	20.0
	Option 4	3	3.0
Salary	15000-20,000	9	9.0
	20,000-25,000	28	28.0
	25,000-30,000	55	55.0
	30,000above	8	8.0



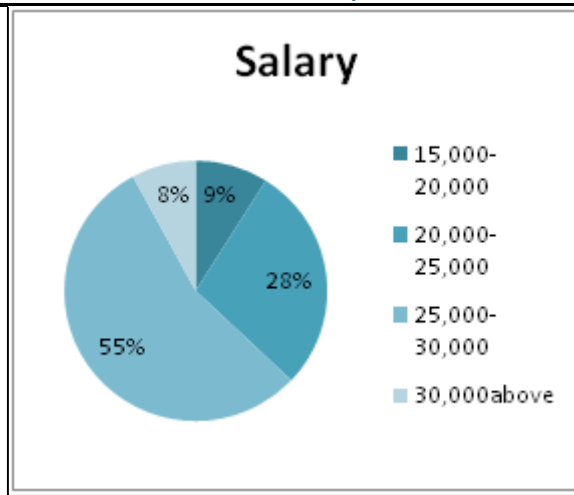


Table no 2 displays the demographic information gathered from the respondent in the form of various graphs. According to the study, 100 percent of employees are male. Study shows that the majority (52%) of the respondents age between (41-50) age, 28% are below (31-40) age, 15% are below (21-30) and 5% are above 50 years. Aside from that 19 percent of its employees have a HSC, 43% have a graduate, 35% have a postgraduate and 5 have an above PG. As a result, it indicates that the company prefers both education and uneducated employees. In terms of marital status, the majority 58% are married and 20% are other specific and 3% are other.

Table :3 Test with Age

		value	df	sig	Accepted / rejected
I managed my time and skills	Pearson Chi-Square	14.525 ^a	12	.268	Rejected
Is it your responsibility to achieve your individual goal	Pearson Chi-Square	17.465 ^a	12	.133	Rejected
Is your working conditions good	Pearson Chi-Square	16.066 ^a	12	.188	rejected
Are you satisfied with the stress of your current job	Pearson Chi-Square	15.355 ^a	12	.223	Accepted

Here from the table it is observed that the significant test value for i managed my time and skills, is it your responsibility to achieve your individual goal, is your working condition good, are you satisfied with the stress of your current job is greater than significant level 0.05 hence null hypothesis is rejected which suggests that the there is no significant relationship with age.

Table: 4 Test with Education Qualification

		Value	df	sig.	Accepted / Rejected
Is my skill utilized	Pearson Chi-Square	24.053 ^a	12	.020	Rejected
Coaching is proper in this organization	Pearson Chi-Square	8.485 ^a	9	.486	Rejected
Are you satisfied with the stress of your current job	Pearson Chi-Square	10.889 ^a	12	.538	Rejected
I am highly productive employee	Pearson Chi-Square	16.565 ^a	12	.167	Rejected

Here from the table it is observed that the significant test value for is my skill utilized, coaching is proper in this organization, are you satisfied with the stress of your current job, i am highly productive employee is greater than significant level 0.05 hence null hypothesis is rejected that there is no significance relationship with education qualifications.

Finding

- Respondents are highly strongly agree with managing my time and skills.
- Respondent are somewhat agree with your manager should have set these goals collaboratively as a part of your performance
- Respondents are somewhat is neutral with whether it is your responsibility to achieve your individual goal.
- Respondents are highly strongly agree with your working conditions.
- Respondents are somewhat agree with you are satisfied with the stress of your current job.
- Respondents are somewhat is neutral with my skill utilized.

Recommendation

- Companies can recruit female's workers in their company.
- Companies should follow job rotation to increase the performance.
- Company can provide the face mask to the workmen who are working in the digester in the production department.
- Companies should provide proper incentives and should provide bonus as per the work.

Conclusion

This study demonstrates how important job performance is to a company's success. Males are disproportionately larger than females in the paper manufacturing industry, which necessitates hard labour. Since hard work is needed, young people have more opportunities to work in organizations. Employees who perform well at work are implicitly motivated to work for a common purpose.

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