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A STUDY ON EMPLOYEES PERFORMANCE APPRAISAL IN NEYCER INDIA [P] LTD, VADALUR

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ABSTRACT:

An organization is basically an association of human beings managing the human resources is the most important aspect of managing an organization. So Human Resources Management department plays a vital role in an organization. The study conducted by the researcher involves "A study on **Employees Performance Appraisal**" with special reference to "**NEYCER INDIA [p] LTD, VADALUR**". This study includes level of employee's performance appraisal to suggest methods to improve it. Generally employers are forced to pay fair compensation and benefit, in order to satisfy the employees.

Key Words: Appraisal, Fair compensation, Benefit, satisfy the employees.

INTRODUCTION:

The performance of an organization is managed by monitoring and managing the performance of the individual employees in the organization. The objectives and goals of individual performance are determined based on the objectives and goals of the organization. Hence, the successful performance of an organization is a culmination of individual performance and contribution. Performance appraisal management is a critical and sometimes controversial aspects of organizational management.

Performance appraisal has been traditionally connected rewards and punishments in the organization, In recent times however, the concept of developing employees based on the appraisal has gained popularity. While a system of performance appraisal can be very effective and productive in the organizational context, the problems in appraisal are related to its application and implementation. It can therefore be said that a well-designed and a well-implemented performance appraisal system adds value to the organization.

REVIEW OF LITERATURE:

Cummings (1973) in an article titled, "A field experimental study of the effects of two performance appraisal system", 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 multi-purposive nature of appraisal in formal organization 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.

Taylor And Wilsted (1974) in their article titled "capturing Judgment Policies: A Field Study of Performance Appraisal" used mathematical models of judgement policy for evaluating 625 performance reports during a single rating cycle. Linear and nonlinear analyses are used to describe the cues most important in determining the overall ratings. In addition, performance rating policy is compared with stated policy for each of the 40 raters.

Decotiis and Petit (1978) in their article titled, "The Performance Appraisal Process: A Model 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 judgemental norms. Several propositions and suggestions for further research are derived from the components of the model.

Herbert and Doverspike (1990) in their article titled, "Performance Appraisal in the Training Needs Analysis Process: A Review and Critique" state that a literature review leads to a model for using performance appraisal information in the process of analyzing training needs. The model identifies performance discrepancies, determines causes, and choose interventions based on internal (employee) and external (work environment) factors.(SK)

Miller and Thornton (2006) in their article titled "How Accurate Are Your Performance Appraisals?" state that accuracy of performance appraisals is very important in public personnel management. they provide "benchmark" data from the research literature. They also provide a method for correcting error in the data so that practitioners' data may be more accurately evaluated. They also demonstrate the degree to which multiple raters will improve the accuracy of appraisals. Finally, They make suggestions as to how the PPM professional may improve the accuracy of performance ratings based on the research concerning rating versus ranking performance, the supervisors' knowledge of the employee and the number of dimensions being appraised.

RESEARCH METHODOLOGY:

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically, thus it is the various steps that are generally adopted by a researcher in studying the research problem with the logic behind them. It has many dimensions which constitute a part of the research and widens the scope of the research.

Research Design:

After the objective of the study has been clearly stated, the next step in formal research project is to determine the source from which the data is required to be collected. The data collection is an interesting aspect of the study. For the purpose of achieving data effectively the information consists of two types of data.

Primary Data: The data is collected from employees through Questionnaire, Interview, Observation methods.

Secondary Data: The secondary data is collected from the various sources are available namely books, magazines etc. and also collected from various files, records and journals.

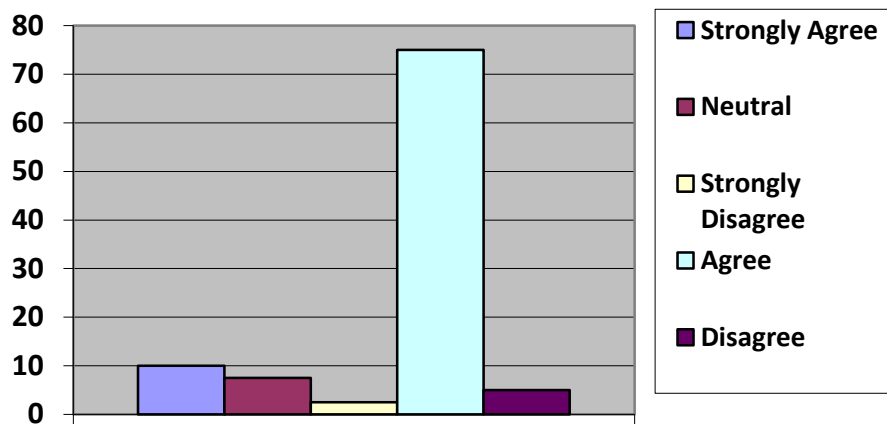
TABLES AND CHARTS:

TABLE: 1

TABLE SHOWING THE PERFORMANCE APPRAISAL IN THE ORGANIZATION HELPS TO RECOGNIZE THE COMPETENCE AND POTENTIAL OF AN INDIVIDUAL.

SL. NO.	RATING SCALE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	10	10
2	Neutral	7.5	7.5
3	Strongly Disagree	2.5	2.5
4	Agree	75	75
5	Disagree	5	5
	TOTAL	100	100

CHART: 1



INFERENCE:

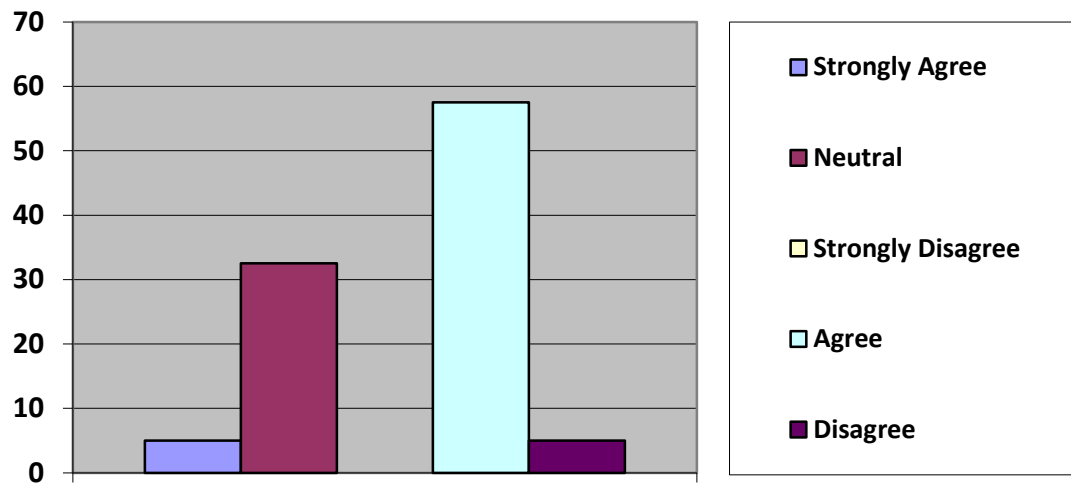
From the above table it is found that,75 percent of respondents have agreed for the performance appraisal in the organization helps to recognize the competence and potential of individual and 10 percent of the respondents have strongly agreed , and 7.5 percent of the respondents are in neutral stage and 5 percent are in disagreed opinion where as 2.5 percent of the respondent strongly disagree for the above statement.

TABLE: 2

TABLE SHOWING EMPLOYEES HAVE BEEN APPRAISED FAIRLY ACCORDING TO THE COMPANY ‘S POLICIES.

SL.NO.	RATING SCALE	NO OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	5	5
2	Neutral	32.5	32.5
3	Strongly Disagree	0	0
4	Agree	57.5	57.5
5	Disagree	5	5
	TOTAL	100	100

CHART: 2



INFERENCE:

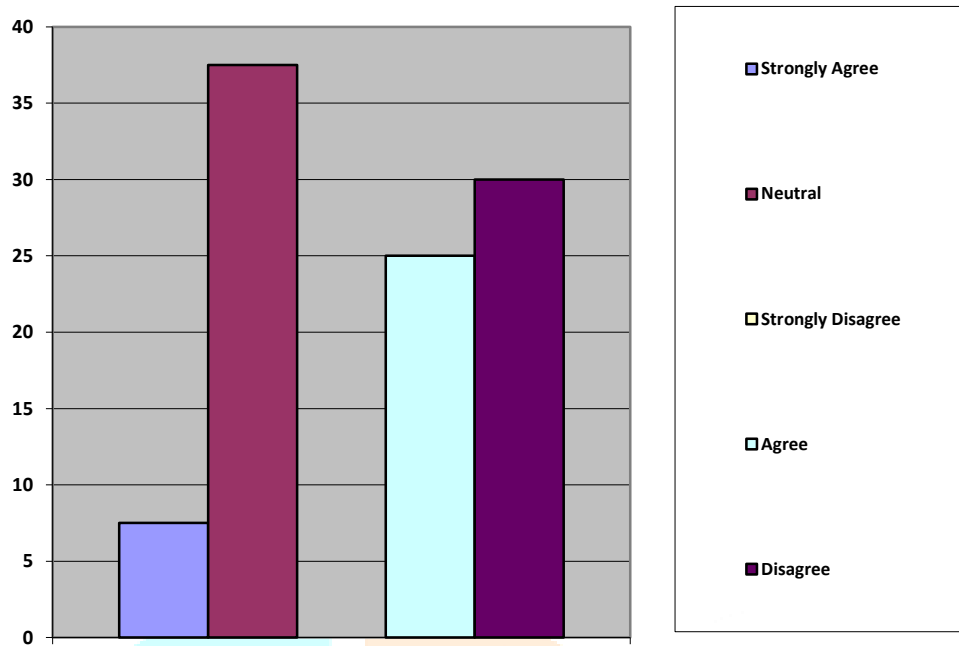
From the above table it is found that, 57.5 percent of respondents have agreed that the employees have been appraised fairly according to the company policies and 32.5 percent of the respondents are neutral stage and 5 percent of them are strongly agree and where as 5 percent of the respondents disagree for the above opinions and none of them have disagree for the above opinion.

TABLE: 3

TABLE SHOWING ADVISES AND SUGGESTIONS ARE GIVEN TO THE EMPLOYEES DURING THE APPRAISAL PROCESS.

SL.NO	RATING SCALE	NO.OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	7.5	7.5
2	Neutral	37.5	37.5
3	Strongly Disagree	0	0
4	Agree	25	25
5	Disagree	30	30
	TOTAL	100	100

CHART: 3



INFERENCE:

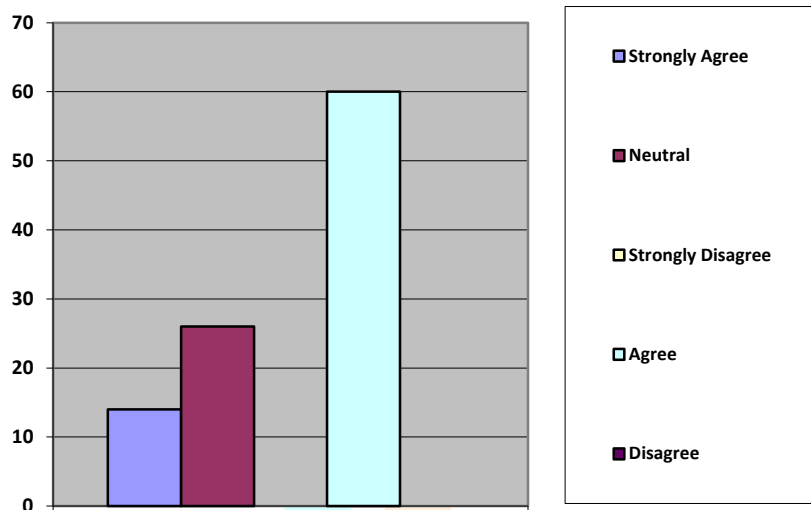
From the above table it is found that 30 percent of respondents have disagreed that advises and suggestions are given to the employees during the appraisal process and 25 percent of them have agreed and 7.5 percent of the respondents strongly agree and majority of the respondents i.e.37.5 percent are in a neutral stage and none of them have disagreed for the above statement.

TABLE: 4

TABLE SHOWING THE OBJECTIVE OF PERFORMANCE APPRAISAL IS THE DEVELOPMENT OF THE INDIVIDUAL POTENTIAL CARRIER, GROWTH & DEVELOPMENT.

SL.NO.	RATING SCALE	NO OF RESPONDENTS(OFFICERS)	PERCENTAGE
1	Strongly Agree	14	14
2	Neutral	26	26
3	Strongly Disagree	0	0
4	Agree	60	60
5	Disagree	0	0
	TOTAL	100	100

CHART:4



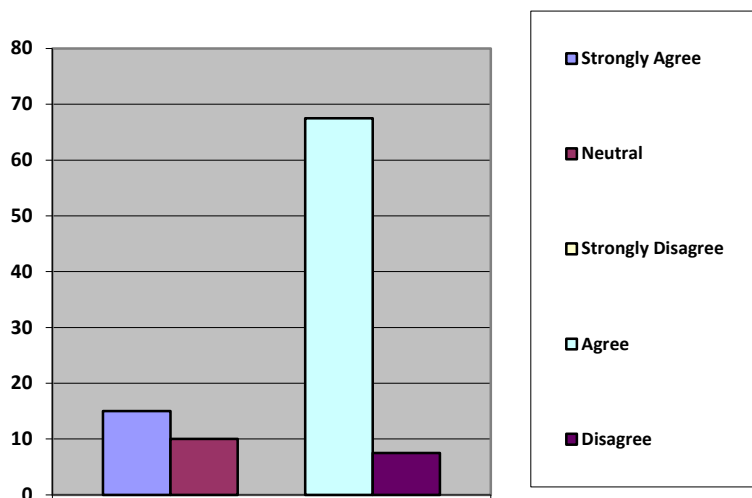
INFERENCE:

From the above table it can be known that, 60 percent of respondents have agreed about the development of the individual potential, career, growth and development 26 percent of them have strongly agreed of the above statement and 14 percent of the employees are in a neutral stage and where none of them have disagreed for the above statement.

TABLE: 5

TABLE SHOWING THE PERFORMANCE APPRAISAL FOLLOWERIN THE ORGANIZATION HELPS TO ASSESS THE TRAINING AND DEVELOPMENT NEEDS OF EMPLOYEE.

SL.NO.	RATING SCALE	NO.OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	15	15
2	Neutral	10	10
3	Strongly Disagree	0	0
4	Agree	67.5	67.5
5	Disagree	7.5	7.5
	TOTAL	100	100

CHART: 5**INFERENCE:**

From the above table it is found that, 67.5 percent of respondents have agreed for the performance appraisal followed in the organization helps to assess the training and development needs of employee and 15 percent of them have strongly agreed in 10 percent of the respondents are in neutral stage and the remaining 7.5 percent of the respondents are in disagreed opinion. Where none of them are in strongly disagree opinion.

CONCLUSION:

From the above study we can concluded that the company has to make possible steps improve the performance appraisal program .There is hot debate going on in the industry relating to improvement of the performance appraisal process. The policy makers, executives, academicians & researchers have to work together to improve the performance appraisal procedures for better make shift in the context of globalization for the satisfaction of all the stake holder and better organizational quality and standards. The performance appraisal program in the organization should be transparent to the employees. The method of performance appraisal program should be improve.

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