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## IMPACT OF PERFORMNCE APPRAISAL ON EMPLOYEES AT ACULIFE HEALTH CARE PRIVATE LTD

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### Abstract

This study's goal is to determine how the Aculife Health Care Pvt. Ltd.'s evaluation system affects employees' productivity. The productivity of employees might be hampered by ineffective performance appraisal procedures. A research study design was used as the methodology. The research population will consist of about 3478 academic and non-academic personnel during the study. Researchers used a stratified random sample to interview 3% of the entire population. A self-created questionnaire was utilised as a tool during the study and was given to 104 responders, 102 of whom were searched. To test the theory, correlation coefficients were used. Employee productivity and performance reviews were significantly correlated, and this efficient appraisal technique was able to raise employee morale.

### Key Words

Performance appraisal, Employee productivity, Employee morale.

## Introduction

A formal tool used to assess a worker's performance is the performance appraisal. The appraisal measures skills and feats with a respectable degree of regularity and precision. It offers a means of daily aiding in the awareness of areas for overall performance enhancement and daily aiding in the promotion of professional progress. It is no longer the supervisors' daily easiest verbal exchange, yet it still is. Open lines of communication throughout the year aid in building lasting, fruitful partnerships. Overall performance appraisal, which is formed of formal methodologies, is a method of evaluating an employee's overall performance and growth on a certain task for his future improvement.

*b.* Everyday, each employee is entitled to a courteous and careful evaluation. The supervisor's willingness is crucial to the method's effectiveness. Day to day performance

*c.* expert development

*d.* Rewards and incentives

The aspects that effect performance in an organisational setting include creating task standards, choosing hires who might be able to carry out the planned organisational mission, inspiring and training them to increase their activity abilities, and preparing them for higher jobs. As a result, the performance appraisal system includes acquiring, compiling, and analysing data regarding an employee's relative value.

Performance reviews place equal emphasis on an employee's potential for the future as well as monitoring and improving existing performance. Once a year, a manager engages in this activity for the benefit of their staff members in order to help them understand their roles, objectives, and performance standards. Additionally, developmental purposes may be served by complete performance review.

## DEFINITION OF PERFORMANCE APPRAISAL

**Edwin B. Flippo** Performance appraisal is a systematic, periodic and so far as humanly possible, an impartial rating of an employee's excellence in matters pertaining to his present job and to his potentialities for a better job.

**Dale S. Beach** Performance appraisal is systematic evaluation of the individual with respect to his or her performance on the job and his or her potential for development.

**Meaning:** A performance appraisal used in the organization is a regular review of employees performance to verify their contribution to the company. It is also known as an annual review or performance evaluation. It evaluates the skills, growth, achievement, or failure of the employees.

The performance appraisal is often used to justify the decisions related to promotions, pay hikes, bonuses, and termination of the employee.

## **Performance Appraisal Definition By Eminent Authors**

### **Traditional Methods of Employee Performance Appraisal**

Here is a list of different traditional methods which can be used for employee performance appraisal:

**Rating Scales:** In this scale, the factors such as attitude, initiative, dependability, etc are quantified. A range of excellent to poor is provided to the rater and based on the rating the performance of the employee is calculated.

**Checklist:** A checklist form of performance appraisal consist of a column of Yes and No for different employee traits. The rater has to put a tick mark based on if the traits exist or do not exist in the employee.

## **LITERATURE REVIEW**

### **1. Effect of Performance Appraisal system — Ashutosh Kr. Anand**

**(2020)** The most crucial element in ensuring the organization's longevity and upkeep is success. As a result, any organisation faces a significant problem in managing and monitoring performance. In terms of business collaboration, performance appraisal systems have grown in importance over time. A systematic, structured approach for assessing and analysing an employee's work-related behaviours and results, as well as how the individual is currently performing at their job and why, is known as a performance evaluation. Analyse the way that staff are working. Future-oriented design to increase effectiveness. The effectiveness of an organization's operations depends on its performance appraisal system. Establish whether your organisation is a success or a failure. This paper's main goal is to provide an overview of the conceptual framework for performance rating systems and how they relate.

### **2. Impact of Performance appraisal system on employees job satisfaction — Ramous Agmare (2016)**

Researchers regard performance reviews as a tool for motivating employees to meet organisational objectives. This study investigated the effect of performance ratings on employees' job happiness and engagement, taking into account employee attitudes as a critical aspect in accomplishing corporate goals. In this investigation, a descriptive study design was employed. She interviewed 200 of her

respondents from Ghanaian microfinance institutions using a stratified random sample. He employed a questionnaire to gather the data for this investigation. Regression analysis and correlation were used to examine the data that had been gathered. The fairness of the evaluation system was found to be positively correlated with employees' job satisfaction in this study because evaluations were tied to feedback on performance, role clarity, and promotions. I believe you have already gotten it.

### **3. Impact of Performance appraisal on employees productivity- Adedotun Onshile (2017)**

The larger human resources practise, which prioritises enhancing employee performance, includes performance evaluation. Performance evaluations essentially analyse and assess employee behaviour, results, and development needs (Deepa, Palaniswamy & Kuppusamy, 2014), offer important details on compensation, and provide opportunity for training and development. and create other incentive techniques. Despite the fact that there is a growing body of research on performance reviews, important research that has been presented in academic discussions (such as Culbertson, Henning, and Payne, 2013) shows that employees are becoming more dissatisfied with performance review systems, which undermines employee productivity and its effect on productivity. business performance. In order to evaluate the influence on employee productivity and organisational performance, this research study focuses on a single case study business (Unilever Nippon Plc) and uses a quantitative survey (of 33 employees). Analyze the effects of performance reviews critically.

### **4. Performance appraisal and its effects on employees — John Nkeobuna Nnah Ugoani (2020)**

Performance reviews aim to assess employee performance, but they also emphasise certain organisational objectives. Organizations evaluate themselves in the same way that workers are evaluated by comparing objectives and performance standards, reviewing the entire evaluation framework and design, and looking at corporate values and culture. With the purpose of creating lifelong learning patterns and techniques to remain productive over extended working hours, performance appraisals are a real instrument for employers to analyse and enhance the quality of employee education and training. Is. There are chances for greater productivity since employee pursuits of achievement and self-actualization frequently have productivity-related incentives. Productivity is a crucial indicator of how well goals are accomplished. Because increasing efficiency increases the profitability of your business. Using a design for an exploratory research .

### **5. Effect of Performance appraisal system on motivation and performances of academics in Nigerian public school —**

**Ojokuku (2013)** Nigerian universities today confront a number of difficulties. The lack of experienced academics in this country is the main one, and it is caused by the large-scale exodus of professors to other countries in Africa and overseas, where the working environment is better and the compensation packages are more attractive. is. Human resource (HR) practises and employee motivation and performance were found to be closely related in a number of studies. In order to understand how it relates to her academics at Nigerian universities, however, there is still more work to be done. Therefore, the purpose of this study was to investigate how performance appraisals (PA), a crucial HR procedure, affect academics' motivation and output in Nigerian universities. taken out of four public universities. Questionnaires and percentage analysis were used to collect data.

## 6. Effects of Performance appraisal system on employees productivity — Mandara Binta (2019)

At the Federal Ministry of Education's Abuja headquarters, the study investigated the effect of performance reviews on employee output. The research study design was adopted in this investigation. His 1797 federal government officials at the Abuja Education Headquarters make up the study population. The Taro Yamane method was used to establish the survey's sample size, which was 400 respondents. A structured questionnaire was used to collect the survey's data, which were then subjected to descriptive and OLS analysis. The findings demonstrated that employee feedback and performance evaluation coefficients had a favourable and significant impact on worker productivity across the time period under consideration. Employee productivity during the study period was positively affected, but not significantly so, by the employee training and compensation factors.

### RESEARCH METHODOLOGY

Both qualitative and quantitative research aims to investigate the connection between employee productivity and mental health, as well as how work-life balance affects both. The design's main objective is to gather first-hand information about the employees of businesses. Both primary and secondary data were collected, and they were found online and in qualitative research articles. The analysis of the data is done to comprehend how work-life balance affects employee productivity and mental health, which can be applied to give a better work-life balance and assist businesses perform better in the future.

#### Research Aim

The purpose of the study is to determine how employees see the performance review process.

#### 3.2 Research Objective

1. To assess an employee's performance over a predetermined time Frame.
2. Determine the discrepancy between performance as is and performance As is wanted.
3. To provide staff feedback on their prior performances.

## LIMITATION OF THE STUDY

**Incomplete Information:** Researchers frequently come upon data that seems valuable and promising. It's possible that the researcher won't receive the complete research in order to benefit fully from it. This is due to the fact that many research providers offer free samples of their research yet demand exorbitant prices for their whole reports.

**Not Timely:** One must use caution while employing outdated material from the past when conducting secondary research. Companies compete in rapidly evolving industries, and outdated research findings sometimes have little to no bearing on the state of the market.

**BUSY WORKING ENVIRONMENT:** The officials had some times to provide information because of their huge routine work.

## Research design

A research plan is a form of blueprint constructed using the many data collection, measurement, and analysis blueprints that are now available. A research plan should develop the most effective strategy for obtaining the necessary data. Research objectives serve as the foundation for the study's design. A research plan outlines the steps to take in order to gather the necessary data. What information is gathered, from whom, and how is determined by the overarching structure or framework of the project.

## DATA ANALYSIS

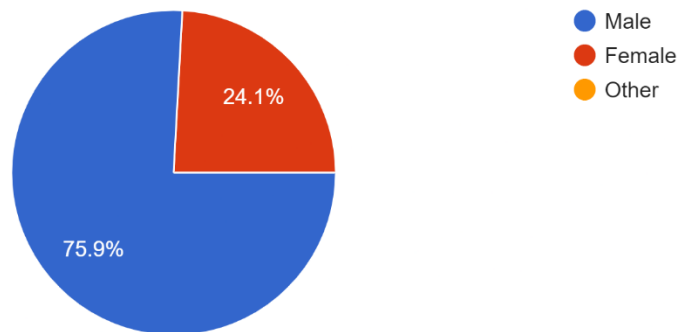
- Research Design: Descriptive
- Research Tool: Questionnaire
- Sample Size: 85 Employees
- Sampling Technique: random sampling
- Analytical Tool: Graphical method

## RESULT

Interpretation: Multiple-choice questions, or MCQ. Are the most commonly used method for measuring performance appraisal. The questions are very specific. The participant is given a scale on which he can rate himself based on the value, level of competency, and convenience at work. This is the result of a survey questionnaire on performance appraisal which is conducted by us and this type of responses we get.

### 2. Gender

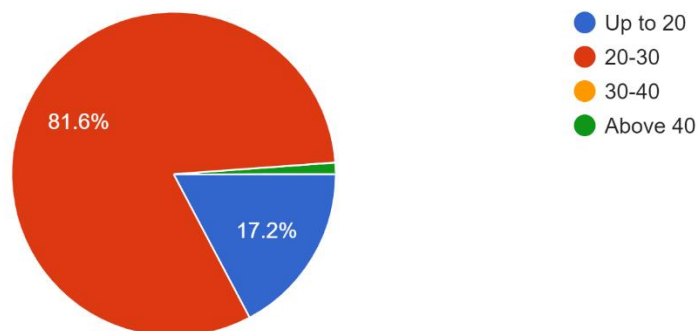
87 responses



**Interpretation:** the above-mentioned graph mention that the organization refers that it has male ratio of 75% and female ratio of 24%.

### 3. Age

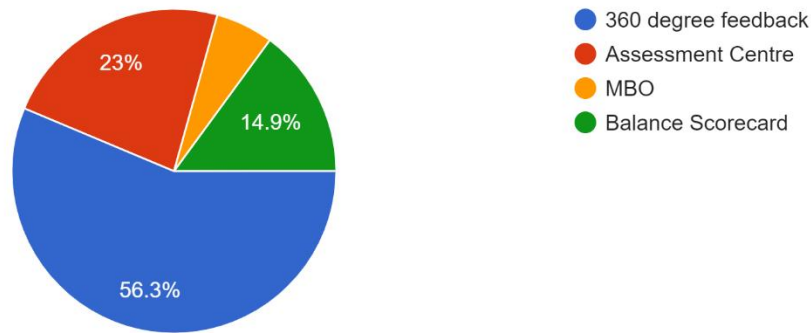
87 responses



Interpretation: the above-mentioned graph represent the organization age group that is 80%of the employee up to the age group of20 to30 ,17% of the employee up to the age group of 20, 03% of the employee belongs to the age group of 40+.

#### 4. Which appraisal system is being employed in the company?

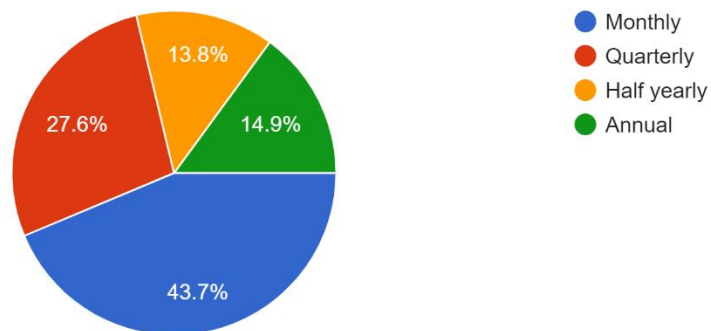
87 responses



**Interpretation:** the above mentioned graph mention that in the organization 56% of people refers that the performance appraisal is done by 360 degree feedback method and 23% of people refers that performance appraisal is done by Assement Centre and 15% of people refers that performance appraisal is done by Balance score card method,other 06% says by Mbo method .

#### 5. Timing of Appraisals

87 responses

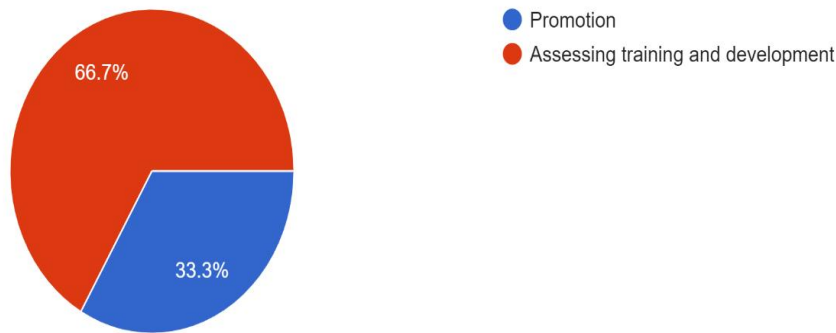


Interpretation: the above mentioned graph mention that in the organization 44% of people refers that the performance appraisal is done on monthly basis and 28% of people refers that performance appraisal is done on quarterly basis and 14% of people refers that performance appraisal is done on semi annually basis and 15% of people refers that performance appraisal is done on yearly basis.



## 8. What is the objective of performance appraisal?

12 responses



Interpretation: the above-mentioned graph mention that in the organization says 67%of the objective of performance appraisal is ASSESSING TRAINING AND DEVELOPMENT and 33% of the objective of performance appraisal is PROMOTION.

## FINDINGS AND SUGGETIONS

The survey's findings demonstrate that both raters and evaluators have similar expectations for performance rating systems. "Salary Management/Benefits" and "Decision on Promotion/Transfer." As a result, both evaluators and appraisers can be satisfied by a single performance appraisal system. Since good performers are suitably recognised with a raise or a promotion, performance appraisal programmes are made to enable evaluators to regularly assess employees' contributions to the firm. In this approach, evaluators can inspire even staff members who haven't advanced much within the company and act as a driver for advancement. In this sense, performance reviews can serve as a crucial career planning tool.

The most effective technique to understand your current potential is to analyse your own strengths and limitations.

## CONCLUSION

Setting goals and reviewing performance are extremely important because rewards are based on reaching goals. HRD is in charge of properly designing and implementing the Performance Rating System. Managers and individual staff are in charge of implementation. To evaluate the quality of performance evaluation, evaluators need adequate training. In conclusion, performance reviews are a crucial tool for influencing employees. Formal performance reviews are crucial because they provide you a chance to fully understand staff development and performance. It promotes organised, regular community stockpiling and future preparation. A good performance review therefore helps to assess performance in addition to providing a summary of the past.

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