Employee's Performance Appraisal At Textile Industries At Pondicherry Region

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ABSTRACT:

The study is an outcome of the topic called as the " Employee"s Performance Appraisal At Textile Industries At Puducherry Region" The research is descriptive and the sample method used convenience sampling nearly 170 samples are taken to study the performance appraisal in the organisation. Primary data such as questionnaire and interview have been conducted to collect the data from the employees.

INTRODUCTION:

Performance appraisal is a systematic evaluation of employee performance, aligning individual contributions with organizational goals. It involves setting performance standards, measuring actual performance, providing feedback, and making decisions on promotions, compensation, and development. Methods include traditional approaches like ranking and graphic rating scales, as well as modern techniques such as 360-degree feedback and Management by Objectives (MBO). Effective appraisals require clear criteria, regular feedback, and unbiased assessments. They help in identifying strengths, addressing weaknesses, and fostering employee growth, thereby enhancing overall organizational performance and productivity.

OBJECTIVES:

- To know the employees awareness & level of the satisfaction about the Performance Appraisal practiced in the organization.
- To identify the factors inducing to increase the performance of the employees in the organization.

LITERATURE SURVEY:

According to "Randi, Toler, Sachs (1992). AMACOM, a division of American Management Association: New York". Employees are an active participant in the evaluation process. The relationship between supervisor and employees is taken to an adult-to-adult level. Work teams may be restructured for maximum efficiency. Employee renews his or her interest in being a part of the organization now and in the future. Training needs are identified. Time is devoted to discussing quality of work without regard to money issues. Supervisor becomes more comfortable in reviewing the performance of employees. Employees feel that they are taken seriously as individuals and that the supervisor is truly concerned about their needs and goals (Randi, Toler, Sachs, 1992).

According to "Kessler, H. W. (2003) and Pulakos. (2003) Great Britain: in 2003 Curran Publishing Services". Performance Appraisal is one of the most important requirements for successful business and human resource policy (Kressler, 2003). Rewarding and promoting effective performance in organizations, as well as identifying ineffective performers for developmental programs or other personnel actions are essential to effective to human resource management (Pulakos, 2003). The ability to conduct Performance Appraisal relies on the ability to assess an employee's performance in a fair and accurate manner such as responsibility, respect, appreciation, co-ordination.

According to " Ashima Aggarwal, Gour Sundar Mitra Thakur (2013) " , It is 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 are used by the organizations. Organizations utilize a performance appraisal system to asses the efficacy and efficiency of their personnel. Because each individual approaches their task differently, a performance appraisal system is required. Workplace performance, communication objectives, estimating employee potential, and employee counselling are all benefits of performance appraisal. After the research, the authors came to the conclusion that determining whether methodology is better than another is challenging because it relies on the nature and size of the organization. Each methodology has its advantages and disadvantages.

According to "Peter R. Scholte's (1993) " , This 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 appreciation, mastery of improvement methodologies, and a comprehension of the process of personal motivation and learning all the required for TQM. TQM's very requirement is thwarted by performance appraisal. TQM necessities that we comprehend, control, and improve processes to benefit the consumer. The goal of performance appraisal is to ensure that an individual's behavior is controller to the satisfaction of his or her boss. Managers must choose between the two approaches: one or the other, but not both.

According to "Yee C. C. and Y. Y. Chen (2009) " , The Multifactorial Evaluation Model was studies in relation to the Performance Appraisal System. Employee performance evaluation is critical in managing an organizations human resource. Maintaining talented knowledge workers is crucial as the economy shifts to

information-based capitalism. However, deciding whether a performance is "excellent," "bad " or " average " is a difficult issue for management. Furthermore, in the absence of a formal appraisal system, superiors may prefer to rate their subordinates' work performance informally and arbitrarily. The author of this work suggested a performance system that uses a multifactorial evaluation model to deal with appraisal grades that ae frequently expresses in ambiguous linguistic ways. The proposed methodology is for assessing employee performance based on predetermined performance appraisal criteria. The project was a partnership with one of Malaysia's leading information and communication technology companies on its performance rating procedure.

According to " Manish Khanna (2014) " Performance Appraisal is significant since it is an important part of any company's human resource strategy. Managing individual and team performance to accomplish corporate goals has a clear value. Performance appraisal is a significant instrument in the hands of personal management because it achieves the department's major goal of appraising the individual's worth, which is the major goal of the department of people development.

Employees and their supervisors can collaborate to improve job results and satisfaction through the performance management process. When both the employees and the supervisor take an active role and work together to achieve the organization's goals to do it properly.
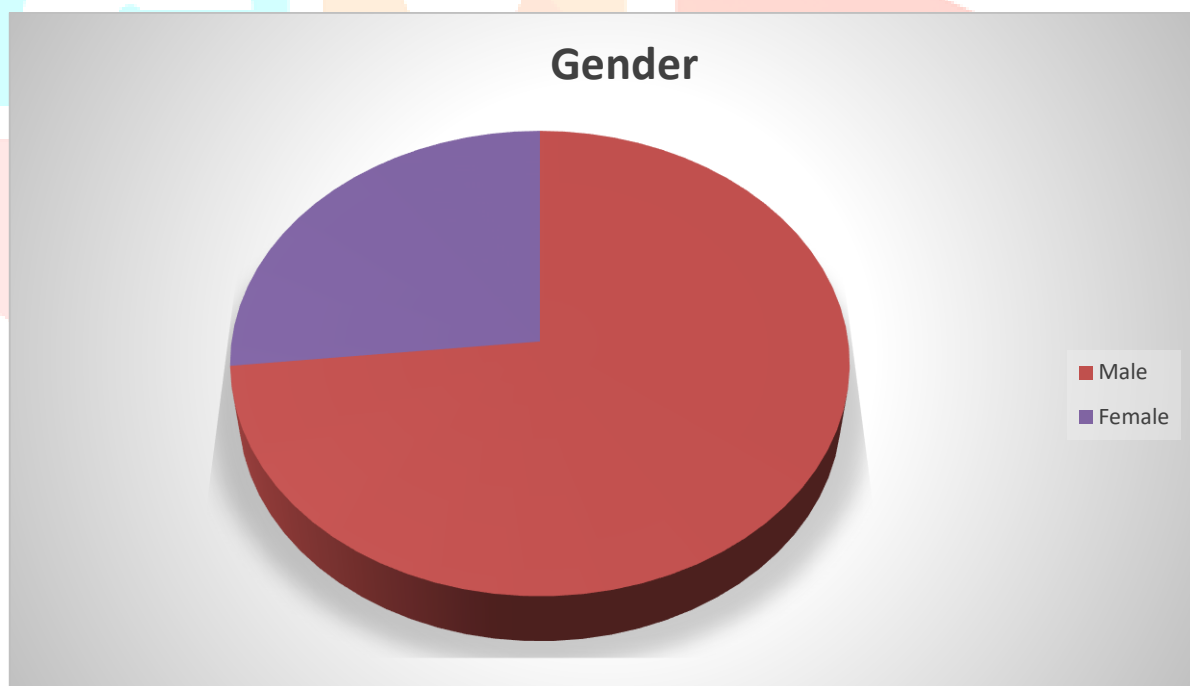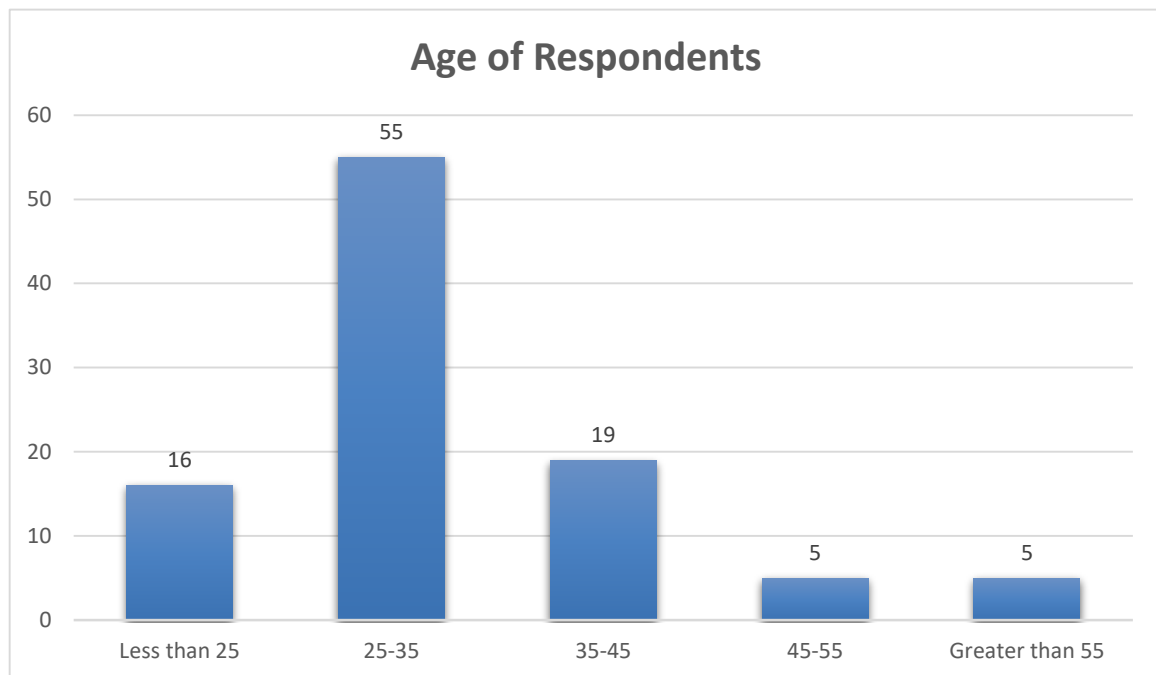

Fig: 1 Most of the respondents are Male

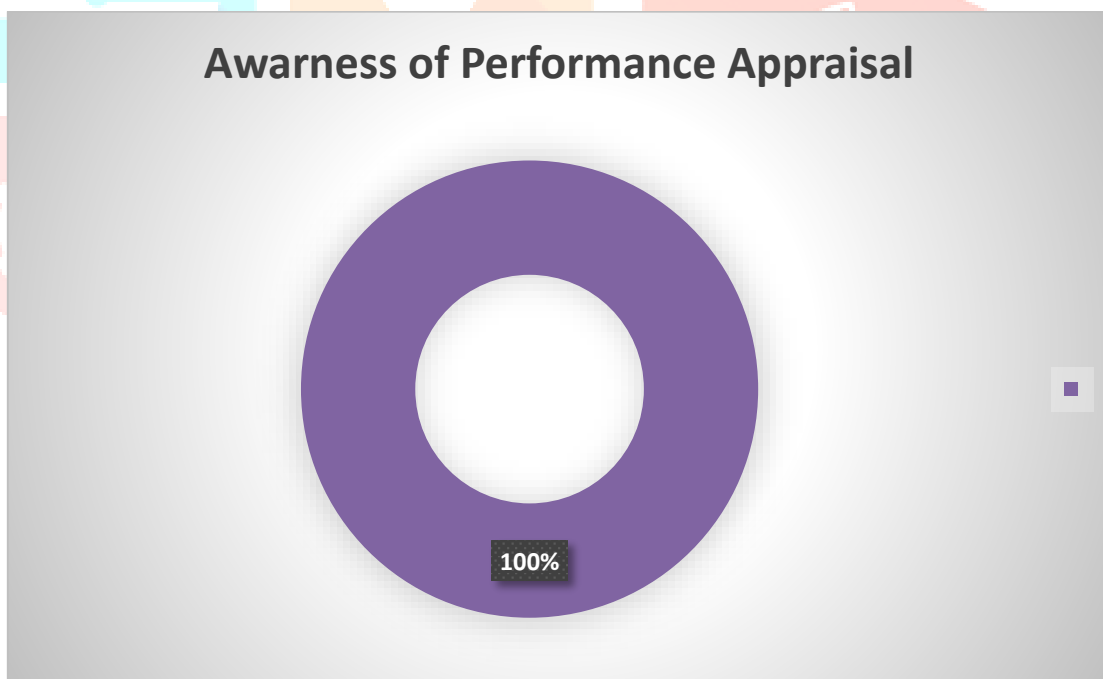**Fig: 2 The majority age of the employees is between 25-35**

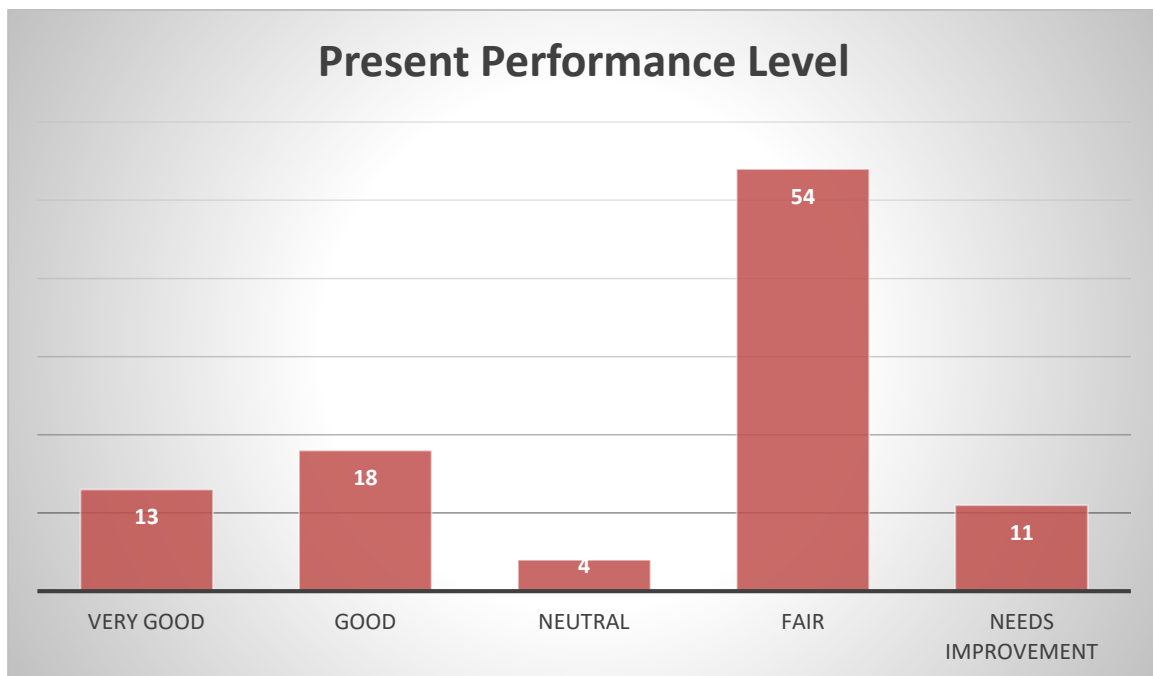**Fig 3: The awareness about Performance Appraisal is 100%**

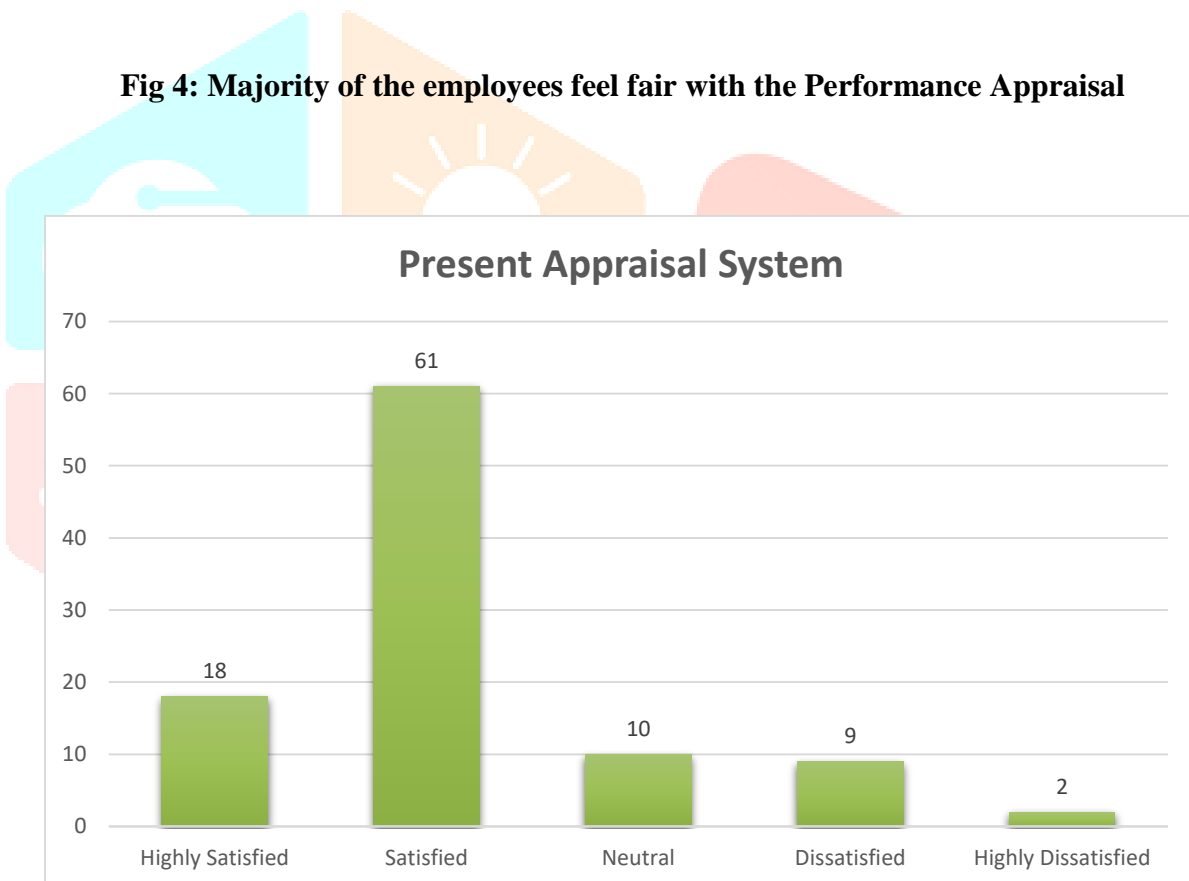**Fig 4: Majority of the employees feel fair with the Performance Appraisal**

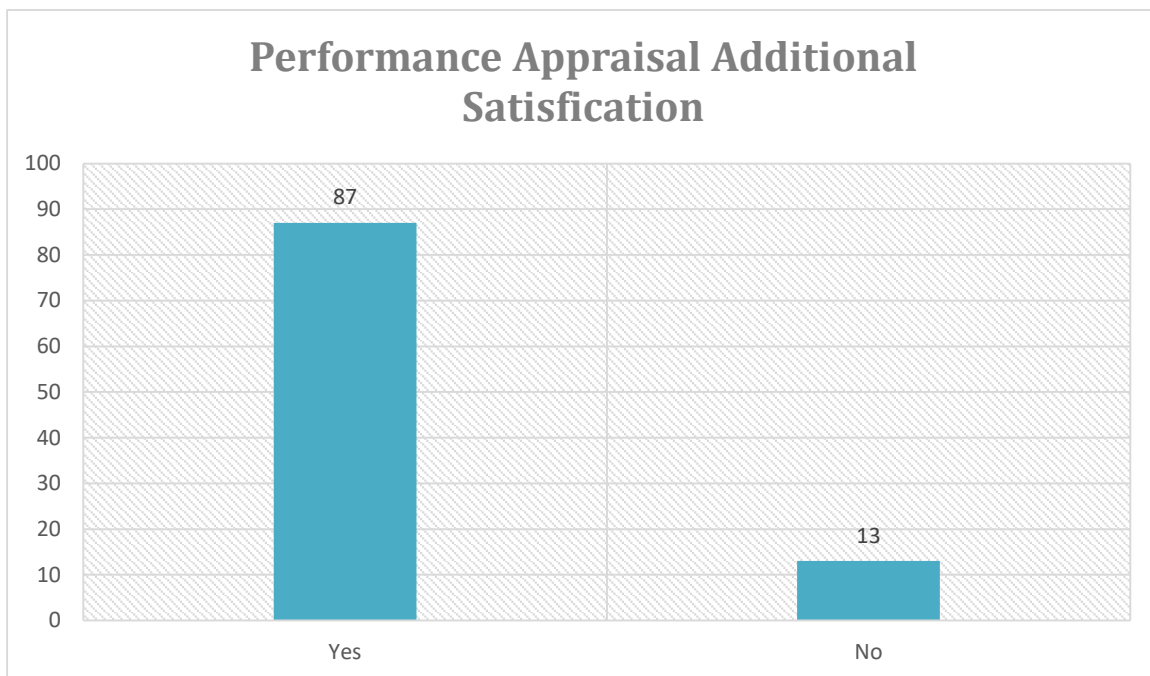**Fig 5: Majority of the employees are satisfied with the Appraisal System**

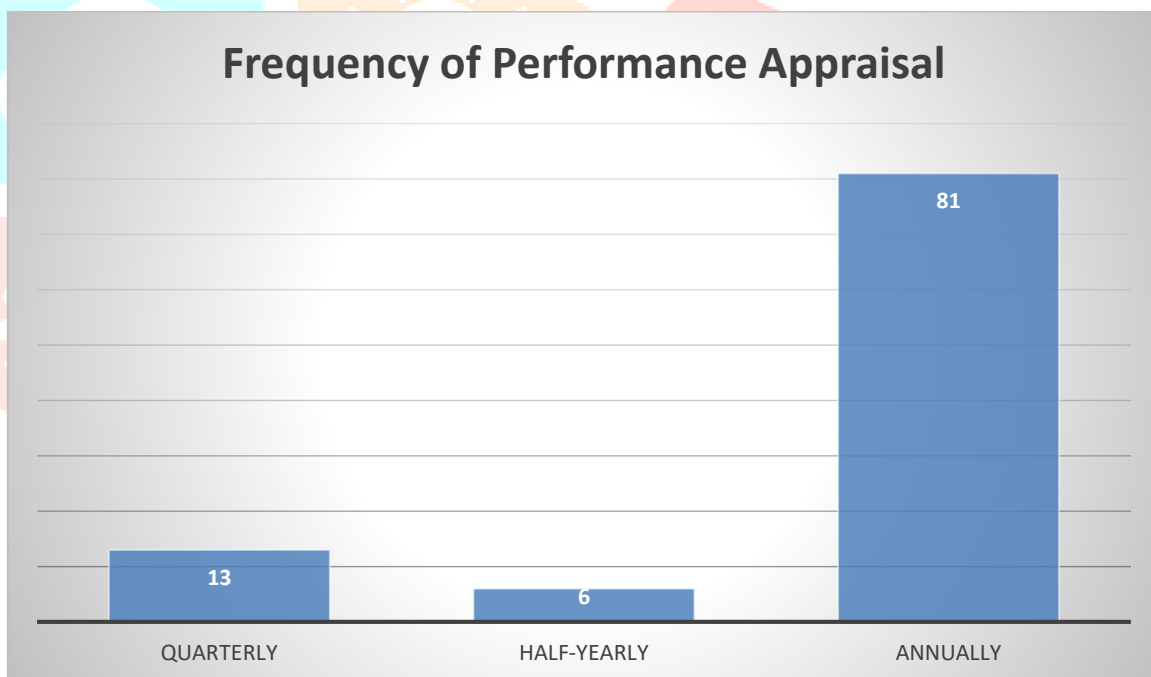**Fig 6: Majority of the employees are satisfied with the additional Appraisal.**

Fig 7: The Appraisal is provided mostly on annual basis.
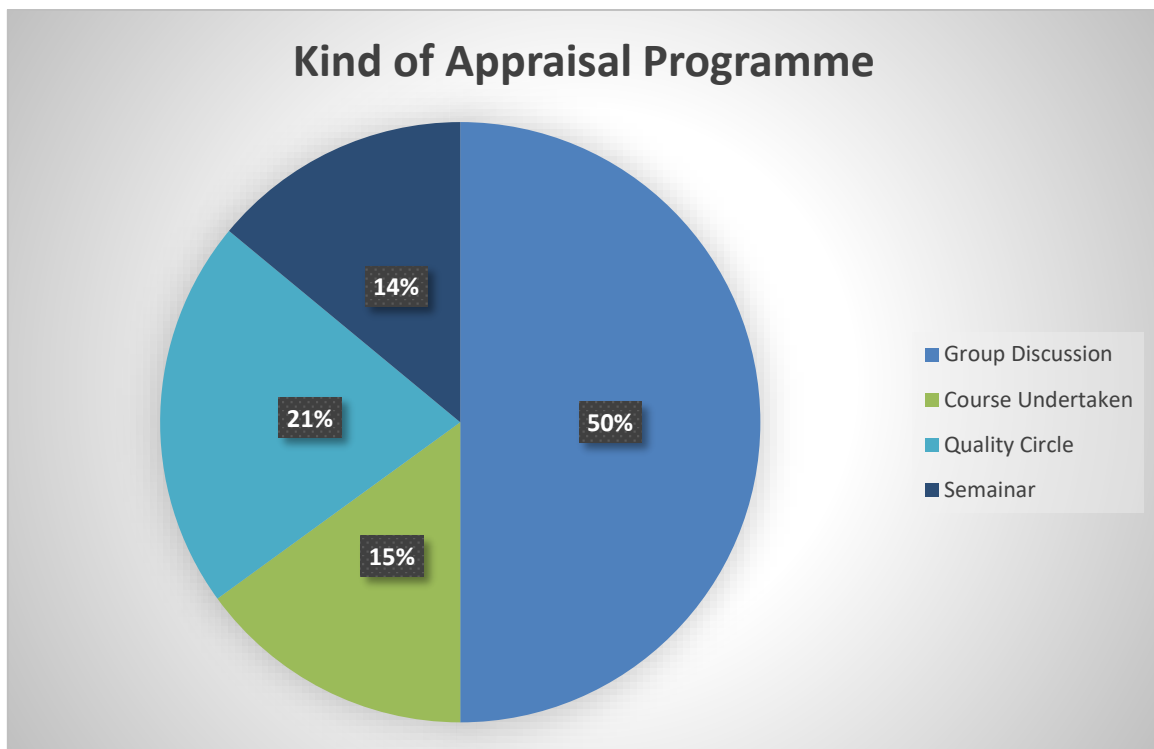
Kind of Appraisal Programme

Fig 8: Mostly Group Discussion is used for the Appraisal Program

FINDINGS AND CONCLUSION:

From the study it is found that Most of the respondents are male and between the age of 25-35. The study highlights that the Performance Appraisal Practices, its feedback system, satisfaction level through the types of appraisals is good and enhances the Motivational factor of the employees to increase the productivity. Though, Seminars and Quality circle meetings are to be given more importance to entertain the Engagement activities among the Employees. Hence it is suggested to show a fairness in treating the employee at the workplace leading to increase the performance level of the employees and to provide the proper guidance to the employees who are low in morale and help them to overcome it.

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