

A STUDY ON EMPLOYEES PERFORMANCE APPRAISAL TOWARDS MULTIVISTA GLOBAL PRIVATE LIMITED.

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ABSTRACT

This study investigates the effectiveness of the employee performance appraisal system at Multivista Global Pvt Ltd, a prominent organization in the printing industry. Performance appraisal is a systematic process that evaluates employee performance based on criteria such as productivity, quality, behavior, and efficiency, and plays a crucial role in organizational success. The study aims to assess employee awareness, satisfaction, and perception of the appraisal system and its impact on performance and motivation. A sample of 125 employees was selected using a convenient sampling method. Primary data was collected through structured questionnaires, while secondary data was obtained from academic sources. Statistical tools such as percentage analysis, Chi-square test, and one-way ANOVA were used for analysis. The results indicate that the majority of employees have a positive perception of the

appraisal system, which enhances motivation, job satisfaction, and performance levels. The study concludes that an effective and transparent appraisal system contributes significantly to employee development and organizational growth, though improvements in fairness and communication can further enhance its effectiveness.

KEYWORDS

Performance Appraisal, Employee Productivity, Job Satisfaction, Motivation, HRM Practices, Organizational Performance, Feedback Mechanism

INTRODUCTION

Performance appraisal is a systematic and periodic evaluation of employee performance aimed at improving individual and organizational outcomes. It serves as a key Human Resource Management tool for measuring employee contributions, identifying strengths and weaknesses, and providing constructive feedback. A well-designed appraisal system enhances employee motivation, aligns individual goals with organizational objectives, and supports decision-making related to promotions, rewards, and training.

PROBLEM OF STATEMENT

Despite the importance of performance appraisal, many organizations face challenges such as lack of transparency, bias in evaluation, unclear performance standards, and ineffective feedback mechanisms. These issues may lead to employee dissatisfaction, reduced motivation, and lower productivity. Therefore, it is essential to assess the effectiveness of the appraisal system and identify areas for improvement.

REVIEW OF LITERATURE

Existing literature highlights that performance appraisal is a critical factor influencing employee performance and organizational success. Flippo (1976) defined appraisal as a systematic evaluation of employee performance, while Armstrong (2005) emphasized its role in performance management and development. Studies suggest that fair and transparent appraisal systems enhance employee motivation, job satisfaction, and organizational commitment. Researchers also highlight the importance of feedback, participation, and leadership in improving appraisal effectiveness.

OBJECTIVES

Primary Objective:

- To analyze the effectiveness of the performance appraisal system

Secondary Objectives:

- To identify key factors influencing employee performance
- To evaluate employee awareness of appraisal techniques
- To measure employee satisfaction towards appraisal practices
- To study the impact of appraisal on employee development

HYPOTHESIS

- **H0:** There is no significant relationship between age and perception of appraisal bias
- **H1:** There is a significant relationship between age and perception of appraisal bias

SCOPE OF THE STUDY

The study focuses on assessing the effectiveness of the performance appraisal system within Multivista Global Pvt Ltd. It examines employee perceptions, satisfaction levels, and the role of appraisal in improving performance and organizational efficiency.

LIMITATIONS

- Study limited to a single organization
- Sample size restricted to 125 respondents
- Possibility of biased responses from participants
- Time constraints during data collection

RESEARCH METHODOLOGY

The research adopts a descriptive design to analyze employee perceptions of the appraisal system. Data was collected through a structured questionnaire. Both qualitative and quantitative approaches were used to ensure comprehensive analysis.

POPULATION SIZE

The population includes all employees working in the organization.

SAMPLE SIZE

A total of **125 employees** were selected as respondents.

SAMPLE DESIGN

Convenient sampling technique was used for selecting respondents.

DATA COLLECTION METHODS

Data was collected using structured questionnaires consisting of close-ended and multiple-choice questions to ensure accuracy and ease of analysis.

PRIMARY DATA

Collected directly from employees through survey responses.

SECONDARY DATA

Collected from academic journals, books, and previous research studies related to performance appraisal systems.

STATISTICAL TOOLS

- Percentage Analysis
- Chi-Square Test
- One-Way ANOVA
- Graphical Representation (Bar & Pie Charts)

DATA ANALYSIS & INTERPRETATION

Table 1: Gender of Respondents

S.No	Category	No	%
1	Male	75	60
2	Female	50	40

Interpretation: Majority respondents are male, but both genders are well represented.

Table 2: Age of Respondents

S.No	Category	No	%
1	18-25	30	24
2	26-35	50	40
3	36-45	30	24
4	45+	15	12

Interpretation: Most respondents are from the 26–35 age group.

Table 3: Educational Qualification

S.No	Category	No	%
1	UG	55	44
2	PG	60	48
3	Others	10	8

Interpretation: Majority are well-educated employees.

Table 4: Department of Respondents

S.No	Category	No	%
1	Production	40	32
2	Sales & Marketing	30	24
3	HR	20	16
4	Finance	20	16
5	Administration	15	12

Interpretation: Production department has the highest number of employees.

Table 5: Years of Experience

S.No	Category	No	%
1	Below 1 Year	20	16
2	1-3 Years	45	36
3	3-5 Years	35	28
4	Above % Years	25	20

Interpretation: Most employees have 1–3 years of experience.

Table 6: Clarity of Performance Goals

S.No	Category	No	%
1	Strongly Agree	35	28
2	Agree	50	40
3	Neutral	20	16
4	Disagree	15	12
5	Strongly Disagree	5	4

Interpretation: Majority agree that goals are clearly defined.

Table 7: Understanding of Appraisal System

S.No	Category	No	%
1	Strongly Agree	30	24
2	Agree	55	44
3	Neutral	20	16
4	Disagree	15	12
5	Strongly Disagree	5	4

Interpretation: Most employees understand the appraisal system.

Table 8: Satisfaction with Appraisal System

S.No	Category	No	%
1	Highly Satisfied	30	24
2	Satisfied	55	44
3	Neutral	20	16
4	Dissatisfied	15	12
5	Highly Dissatisfied	5	4

Interpretation: Majority are satisfied with the system.

Table 9: Appraisal Improves Performance

S.No	Category	No	%
1	Strongly Agree	40	32
2	Agree	50	40
3	Neutral	15	12
4	Disagree	10	8
5	Strongly Disagree	10	8

Interpretation: Most employees believe appraisal improves performance.

Table 10: Feedback from Management

S.No	Category	No	%
1	Regularly	45	36
2	Occasionally	40	32
3	Rarely	25	20
4	never	15	12

Interpretation: Feedback is provided regularly but can be improved.

Table 11: Promotion Based on Performance

S.No	Category	No	%
1	Strongly Agree	35	28
2	Agree	50	40
3	Neutral	20	16
4	Disagree	10	8
5	Strongly Disagree	10	8

Interpretation: Promotions are mostly based on performance.

FINDINGS

- Employees show positive perception towards appraisal system
- Performance appraisal enhances motivation and productivity
- Feedback and training contribute to employee development
- Appraisal system supports fair promotion decisions
- Some employees remain neutral regarding fairness and bias

CONCLUSION

The study concludes that the performance appraisal system at Multivista Global Pvt Ltd is effective and plays a crucial role in improving employee performance and organizational growth. It enhances employee motivation, identifies development needs, and supports better decision-making. However, improving transparency and reducing bias can further strengthen the system. A well-implemented appraisal system benefits both employees and the organization by fostering continuous improvement and productivity.

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