

## **A Study on Evaluating Employee Performance at E-Mox Manufacturing Pvt Ltd**

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### **ABSTRACT**

The study is an outcome of the topic called “**A STUDY ON EVALUATION EMPLOYEE PERFORMANCE**”. The survey is carry out in the company **EMOX MANUFACTURING PVT LTD** located at PUDUCHERRY” This study aims to examine effectiveness of performance appraisal system. Performance appraisal has increasingly become part of a more strategic approach to integrating HR activities and business policies and may now be seen as a generic term covering a variety of activities through which organizations seek to assess employees and develop their competence, enhance performance and distribute rewards. This study aims to examine effectiveness of performance appraisal system. Performance appraisal has increasingly become part of a more strategic approach to integrating HR activities and business policies and may now be seen as a generic term covering a variety of activities through which organizations seek to assess employees and develop their competence, enhance performance and distribute rewards.

### **INTRODUCTION**

Performance management is the current buzzword and is the need in the current times of cut throat competition and the organizational battle for leadership. Performance management is a much broader and a complicated function of HR, as it encompasses activities such as joint goal setting, continuous progress review and frequent communication, feedback and coaching for improved performance, implementation of employee development programmes and rewarding achievements. The process of performance management starts with the joining of a new incumbent in a system and ends when an employee quits the organization. Performance management can be regarded as a systematic process by which the overall performance of an organization can be improved by improving the performance of individuals within a team framework. It is a means for promoting superior performance by communicating expectations, defining roles within a required competence framework and establishing achievable benchmarks.

### **DEFINITION:**

Performance Management can be defined as a process which continuously identifies measures and develops the performance of the workforce in the organization. And to do so, each individual’s performance and objectives are connected with the overall mission and goalsof the enterprise.

### **TYPES OF EMPLOYEE PERFORMANCE:**

Most performance appraisals are top-down, meaning that supervisors evaluate their staff with no input from the subject. But there are other types:

**Self-assessment:** Individuals rate their job performance and behavior.

**Peer assessment:** An individual's work group or co-workers rate their performance.

**360-degree feedback assessment:** Includes input from an individual, supervisor, and peers. **Negotiated appraisal:** This newer trend utilizes a mediator and attempts to moderate the adversarial nature of performance evaluations by allowing the subject to present first. It also focuses on what the individual is doing right before any criticism is given.

This structure tends to be useful during conflicts between subordinates and supervisors.

## REVIEWS

**Blakburn & Rosen(2017)** conducted a survey on a customer-centric organization and found out that the stronger the organizations emphasis on quality, the greater the focus on competencies within the performance management system. Performance management system components that are consistent with a quality emphasis will have a stronger positive influence on performance management effectiveness in organizations with a greater quality emphasis. A quality emphasis will have stronger positive influence on organizational performance when the strategic integration of human resource management is greater.

**Armstrong, M (2020)** Performance evaluation Performance appraisal, in the general sense, refers to a set of actions and activities that aim to increase the level of optimal use of facilities and resources, to achieve economic goals and practices that are both effective and efficient. In the field of human resources, this approach is: "Systematic and systematic evaluation of the performance of individuals in relation to how they perform tasks in assigned jobs and determine their potential forgrowth and improvement."

**Deming (2022)** argue, however, that the practice of performance management, including performance appraisal, is not compatible with the principles of quality management. Their main contention is that performance management is too focused on individual characteristics rather than on system factors. In response to Deming's admonition, a number of scholars countered that traditional performance management practices could be customized to support quality. In the survey conducted it was found that the stronger the organizations emphasis on quality, the more prevalent will be the use of contextual work behavior performance criteria.

## OBJECTIVES

- To study the effect of performance appraisal on employees' productivity.
- To study the impact of employee performance in terms of commitment, skills and responsibility
- To find out how the performance management is carried out in the organization.
- To find out attitude of the employees towards performance management.
- To find out employee satisfaction towards the management response to their suggestions.

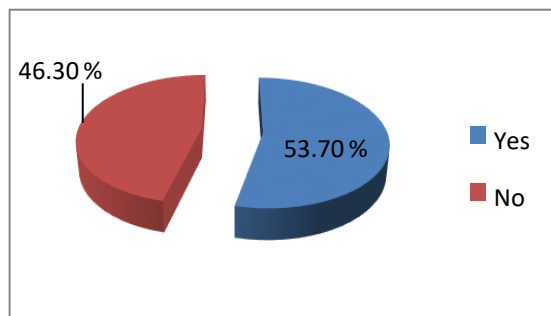
## RESEARCH METHODOLOGY

The art of scientific inquiry is research. Defining and redefining problems, formulating hypothesis or suggested solutions, collecting, organizing, and evaluating data, making deductions and reaching conclusions, and finally carefully testing the conclusions to determine whether they fit the formulating hypothesis are all part of the process of conducting research.

**DATA ANALYSIS AND INTERPRETATION**

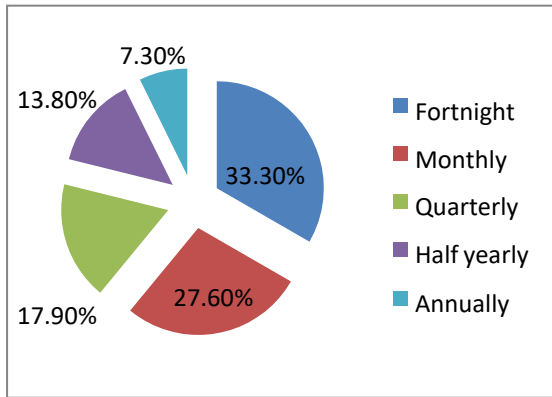
**PERFORMANCE MANAGEMENT SYSTEM FOLLOWED BY THE FIRM**

PERFORMANCE	FREQUENCY	PERCENTAGE
Yes	66	53.7%
No	57	46.3%
<b>Total</b>	<b>123</b>	<b>100.0%</b>



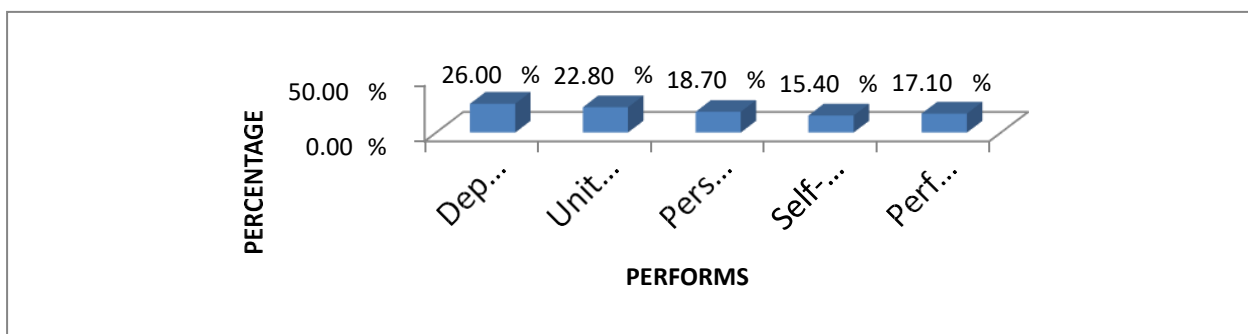
**FREQUENCY OF PRESENT APPRAISAL SYSTEM**

APPRAISAL SYSTEM	FREQUENCY	PERCENTAGE
Fortnight	41	33.3%
Monthly	34	27.6%
Quarterly	22	17.9%
Half yearly	17	13.8%
Annually	9	7.3%
<b>Total</b>	<b>123</b>	<b>100.0%</b>



**PERFORMS THE APPRAISAL**

PERFORMS	FREQUENCY	PERCENTAGE
Department head	32	26.0%
Unit head	28	22.8%
Personal department	23	18.7%
Self-appraisal	19	15.4%
Performance management	21	17.1%
Committee		
<b>Total</b>	<b>123</b>	<b>100.0%</b>



### CHI-SQUARE TEST

Experience of the respondents and effective in increasing productivity **Chi-Square**

#### Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.341E2 <sup>a</sup>	16	.000
Likelihood Ratio	227.516	16	.000
Linear-by-Linear Association	103.347	1	.000
N of Valid Cases	123		

a. 15 cells (60.0%) have expected count less than 5. The minimum expected count is .68.

### RESULT

Since the calculated value is greater than the table value. So we reject the null hypothesis. There is no significance between the experience of the respondents and effective in increasing productivity.

### FINDINGS

1. The respondents are followed by performance management .
2. The respondents are having fortnight present appraisal system.
3. The respondents are having annually present appraisal system.
4. The respondents said department head perform the appraisal.
5. The respondents are appreciate through circular.

## SUGGESTION

- Appraisal reports are to be scrutinized by expert committees at division and corporate levels for correctness as sometimes it is observed that they are being influenced by personal feelings.
- Though the organization is providing various ways for employee improvement, to promote continuous learning there should be specific mentioning of new skills required and marks should be awarded based on skills acquired, which motivates the employees to learn more.
- It must be revised its appraisal system as to ensure the company to increase its productivity.

## CONCLUSION

Suggest that the company has suffered from some of the problems associated with performance management. Attention must be paid to improving the system in terms of training matters and setting clear goals for the betterment of the employees and the service in general.

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