

A Study on Performance Appraisal System in Pallava Granites Pvt Ltd, Chennai

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Abstract

The aim of the descriptive research study was to know the opinion of employees with respect to performance appraisal system in the organization. The outcome of the research witnessed that majority of the respondents have shown positive tendency with respect to performance appraisal practices in the organization. The researcher has taken the advantage of both primary and secondary data sources. Applied both descriptive and inferential statistics to analyze the data in all dimensions. The research will facilitate to motivate the employees by applying fair performance appraisal practices. The outcome of the research can be generalized under any context where the need arises to appraise the performance of employees.

Key words

Performance, Appraisal, Appraisal system, Performance Management, Performance Analysis, etc..

Introduction

The study basically based on the study overall employees performance appraisal. literally, performance appraisal, performance assessment and performance management, all the terms refer to the process of comparing the actual performance "with the relative standards, here employees performances are evaluated to determine the extent" to "high employees performances contribute to strategize organization goals. The appraisal process of along, one of the leading fashion brands have been described in a precise form. Having been an intern here, several things have been appeared in mind to make the report; finally, performance appraisal process has been chosen. Performance appraisal has been selected because it is a vast area to study and so many things.

Review of Literature

The performance appraisal system will facilitate to measure the performance of employees in the organization. There are two different types of methods will come into the picture, they are 1.Modern Methods and Traditional Methods. The Modern methods which are sophisticated in nature. The list of modern methods includes, 360 degrees performance appraisal method, management by objective and etc. In the present context, the company is implementing 360 degrees performance appraisal method, which facilitates to measure the employee performance in all dimensions. In the contemporary scenario the majority of the companies are using the 360 degrees performance system practices in the organization.

Research GAP

Skill and performance gaps crop up in every workplace. Jobs, technologies, and even demand change over time. When this happens, recognizing and working to fill performance gaps is crucial to maintaining results and productivity inside your team. In most cases, performance gaps are the direct result of missing skills inside your team. This could show up as lack of development for team members or missing team members. The best short-term strategy is to use direct intervention to bridge these gaps with training and hiring, but long-term goals should involve using competency models and frameworks to account for skills gaps before they occur, so that employees are hired, developed, or directly trained to prevent them.

Research Methodology and Design

NEED OF THE STUDY

This study will be a valuable contribution in analyzing performance appraisal and its effect on organization. Due to fast changing development in economic and industrial scenario, improving the performance of the organization is essential. As a result undertaking an academic study on performance appraisal would be a welcome step. This study is helpful in achieving the organization effectiveness.

SCOPE OF THE STUDY

The scope of the study encompasses all the members in all the departments existing in a firm. The study is conducted to know the employees satisfaction of the employees about the performance appraisal system. The study is carried out in Pallava Granite Industries (I) Pvt Ltd. The study is for a Period of 4 weeks the population is 250 employees. The

sample size taken is of 120. The Projects emphasizes the opinions of employees, which would be useful for the organization in understanding the employees mind.

OBJECTIVES OF THE STUDY

- To know the employees awareness & level of satisfaction about the Performance Appraisal practiced in the organization
- To identify the factors inducing to increase the performance of an employee
- To know the factors necessary for appraising the employees.
- To observe the level of satisfaction among of employees relating to the nature of the job and other factors.

DATA SOURCES

The researcher has taken the advantage of both primary and secondary data sources. The primary data sources in clued the survey methods. The survey methods are questionnaire, observation and interviews. The secondary data sources include, articles from various journals, government reports and sources.

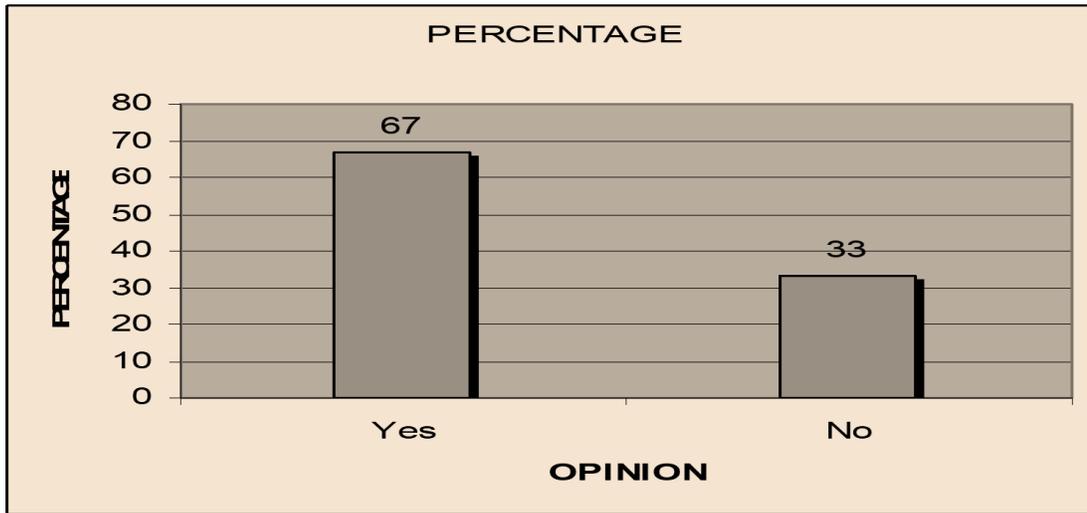
SAMPLE SIZE

The researcher has taken 120 sample sizes by using structured questionnaire which include both open and closed ended questions.

SAMPLING TECHNIQUE

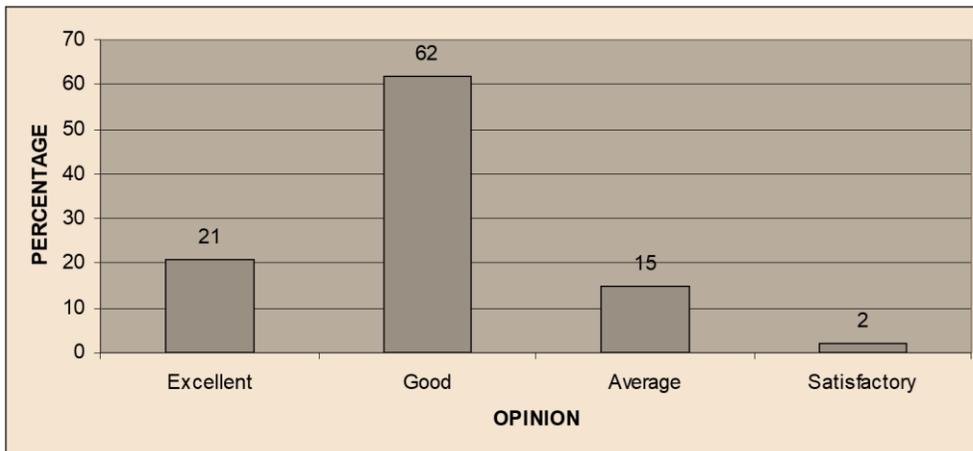
The researcher applied the simple random sampling technique followed by percentage method used to assess the collected data in all aspects by taking the advantage of tables and graphs.

Graphical representation of distribution of sample respondents with respect to opinion on performance appraisal system in the company



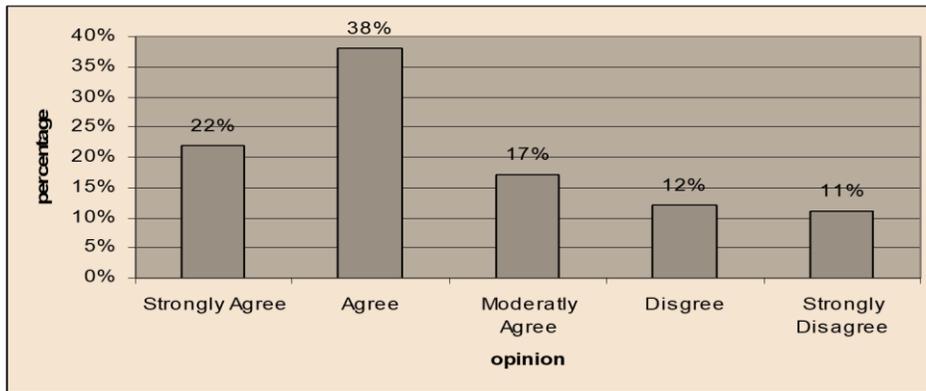
From the above table and figure 5.1 depicts that 67% of the employees agreed regarding Performance, remaining 33% of the employee disagreed regarding Performance. Hence, it can be conclude that most of the employees satisfied regarding Performance Appraisal System.

Graphical representation of distribution of sample respondents with respect to opinion of employees relation with their supervisors



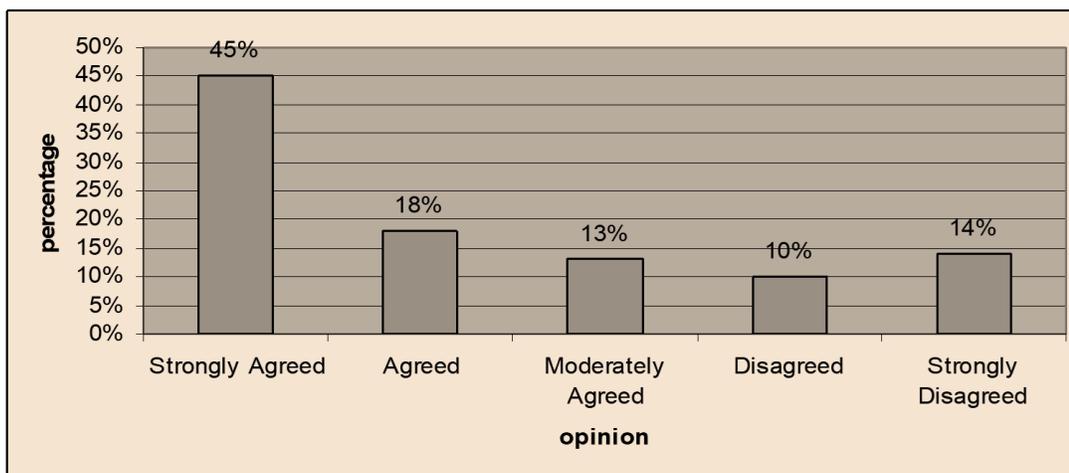
From the above table & figure 3.7 depicts that 21% of employees opined considering excellent, 62% of employee opined considering good, 15% of the employees opined considering average, 2% of employees opined considering satisfactory. Hence, it can be concluding that most of the employees agreed good relation with supervis

Graphical representation of distribution of sample respondents with respect to opinion on employees with regarding to management allows to participate to performance appraisal system



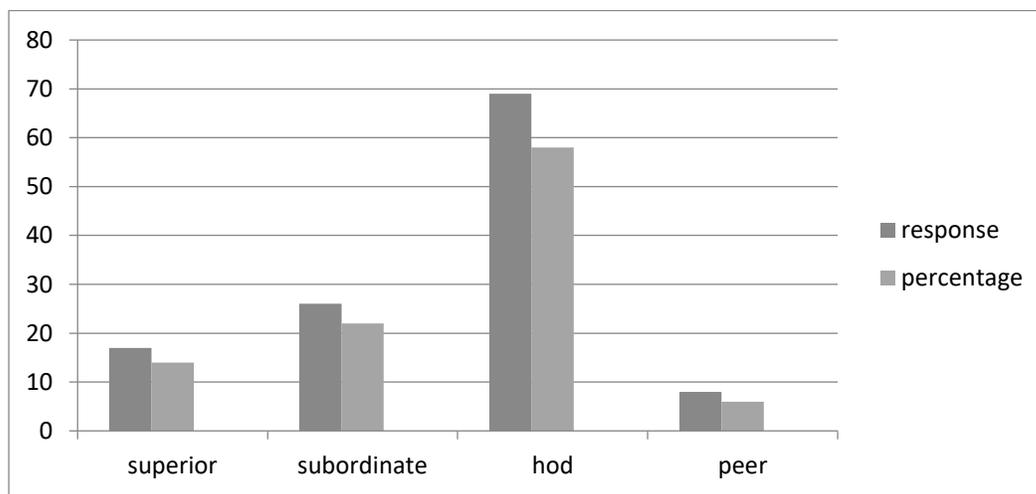
From the above table and figure 5.9 depicts that 77% of the employee agreed regarding management allows to participate in performance appraisal system where 22% of employees are highly agreed, 38% of employees are agreed, 17% of employees are moderately agreed, 33% of employees are disagreed regarding management allows to participate in performance appraisal system where 12% of employees are disagreed, 10% of employees are highly disagreed. Hence, it can be concluding that most of the employees are agreed regarding management allows participating in performance appraisal system

Graphical representation of distribution of sample respondents with respect to opinion on employees with regarding the appraisal system is fair and unbiased



From the above table and figure 5.10 depicts that 76% of the employees agreed regarding appraisal system is fair and unbiased where 45% of the employees are strongly agreed, 18% of the employees are agreed, 13% of the employees are moderately agreed. 24% of the employees are disagreed regarding appraisal system where 10% of the employees are disagreed, 14% of the employees are strongly disagreed. Hence, it can be concluding that most of the employees are agreed regarding appraisal system is fair and unbiased

Graphical representation of distribution of sample respondents with respect to opinion of the employees about the appraisal



From the above table and figure 5.11 depicts that 14% of employees opined considering superior, 22% of employees opined considering subordinates, 58% of employees opined considering HOD, 6% of employees opined considering peer group. Hence, it can be concluding that the most of the employees agreed HOD will appraised.

Findings

1. 67% of the employees agreed regarding Performance, reaming 33%of the employee disagreed regarding Performance.
2. 21% of employees opined considering excellent, 62% of employee opined considering good, 15% of the employees opined considering average, 2% of employees opined considering satisfactory.

3. 72% of employees considered the personal observation for measuring the actual performance, 10% of employees opined considering statistical reports.
4. 77% of the employee agreed regarding management allows to participate in performance appraisal system where 22% of employees are highly agreed, 38% of employees are agreed.
5. 76% of the employees agreed regarding appraisal system is fair and unbiased where 45% of the employees are strongly agreed, 18% of the employees are agreed, 13% of the employees are moderately agreed.

CONCLUSION:

In conclusion, a performance appraisal is one of the most important factors in any organization and a great tool used to record productivity. Every organization has to have goals and objectives established and every employee has to be involved in the process. Also conducting a performance appraisal will improve productivity and the morale of the employees. This study helps to understand the performance appraisal system practiced in the Pallava Granite Industries (I) Pvt Ltd. Majority of the employees are benefited by this system and the procedure followed and they are enjoying the various benefits from this system