# A Study on Performance Apprisal of Employees in Proconect Suplly Chain

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**Abstract -** This study examines the performance appraisal system at ProConnect Supply Chain to evaluate its effectiveness in assessing employee performance and promoting organizational growth. By analyzing appraisal methods, employee perceptions, and outcomes, the research aims to identify strengths and areas for improvement in the current system. The findings provide insights into how performance appraisals influence employee motivation, productivity, and satisfaction, ultimately offering recommendations to enhance appraisal practices within the company.

*Key Words*: organisational growth , employee performance, HR Policies, Employee Engagement

## 1. INTRODUCTION

Performance appraisal is an essential HR tool used to evaluate employee performance and support growth. At ProConnect Supply Chain, effective appraisals are key to maintaining operational efficiency and employee satisfaction. This study focuses on understanding the current appraisal system at ProConnect, its impact on employee motivation, and areas for improvement.

This study aims to explore the performance appraisal practices within ProConnect, assessing their effectiveness in evaluating employee output, providing feedback, and driving professional growth. Through this analysis, the research seeks to uncover the impact of appraisals on employee morale and overall organizational performance.

## 2. METHODOLOGY

Descriptive research design is used in this research work. Employees who work at proconnect supply chain are our target population in the research work. Data collected through questionnaire using Google forms. Secondary data is collected from websites, journals and research papers. Analytical tools such as chi-square, Anova and Percentage Analysis are used for data analysis. SPSS software was used to conduct the tests.

**Sample size:**
It includes 101 employees of proconnect supply chain

**Sampling technique:**
The sampling technique used is Convenience sampling

**Objectives:**
1. To examine the effect of performance appraisal system on employees
2. To determine the level of motivation on employees

## 3. DATA ANALYSIS AND INTERPRETATION

### CHI-SQUARE

Null Hypothesis (H0): There is no significant association between motivation level and gender.

Alternative Hypothesis (H1): There is a significant association between motivation level and gender

**Test Statistics**

| | Motivation Level | Gender |
|---|---|---|
| Chi-Square | 1.920[a] | .360[b] |
| df | 3 | 1 |
| Asymp. Sig. | .549 | .549 |

**Figure 1:** Chi-square

( 0.549 > 0.05 ) Since the p-value (0.549) is greater than 0.05, there is no significant association between motivation level and gender. Therefore, the null hypothesis ($H_0$) is accepted.

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## ANOVA

H0: There is no significant difference in productivity achievement and workload management across different groups.

H1: There is a significant difference in productivity achievement and workload management across different groups



**Figure 2:** Anova

( 0.612 > 0.05 ) Since the p-value is (0.612) are greater than 0.05, it indicates that there is no significant difference in productivity achievement and workload management across the groups. Therefore, the null hypothesis (H0) is accepted

## PERCENTAGE ANALYSIS FOR GENDER

| | | Frequency | Percent |
|---|---|---|---|
| Valid | Male | 47 | 47.0 |
| | Female | 53 | 53.0 |
| | Total | 100 | 100.0 |

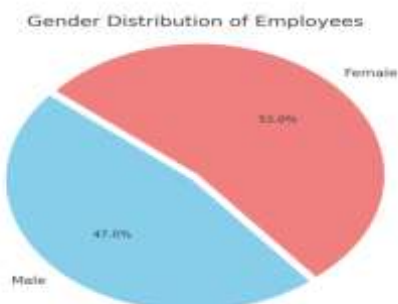**Figure 3:** Percentage Table for Gender



**Figure 4:** Pie Chart for gender

**Inference:** The data shows that most respondents (53%) are female, indicating a slight majority of female participants in the survey. Male respondents make up 47% of the total, showing a relatively balanced gender distribution.

## PERCENTAGE ANALYSIS FOR Experience

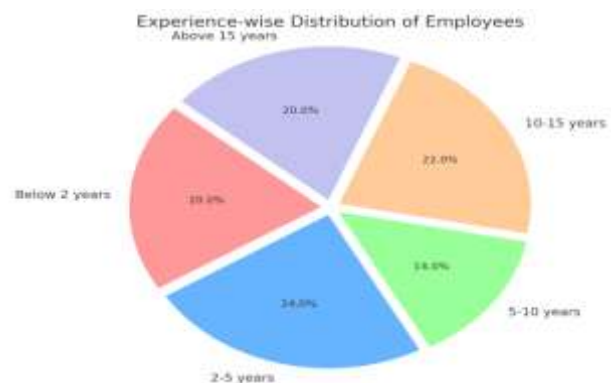| | | Frequency | Percent |
|---|---|---|---|
| Valid | Below 2 years | 20 | 20.0 |
| | 2-5 years | 24 | 24.0 |
| | 5-10 years | 14 | 14.0 |
| | 10-15 years | 22 | 22.0 |
| | Above 15 years | 20 | 20.0 |
| | Total | 100 | 100.0 |

**Figure 5:** Percentage Table for Experience



**Figure 6:** Pie Chart for Experience

**Inference:** The table shows that most respondents (24%) have 2-5 years of experience, followed by 10-15 years (22%). Both Below 2 years and Above 15 years groups have an equal share of 20%, indicating a balanced mix of newcomers and highly experienced individuals. The lowest percentage (14%) falls within the 5-10 years category

## 4. RESULTS AND DISCUSSIONS

The study reveals that Employees in the Procurement & Supply Chain department rated promotions and appraisals at 3.2 out of 5, suggesting a need for more transparent and effective evaluation processes ProConnect Integrated Logistics holds an overall rating of 3.7 out of 5, with job security rated at 3.7 and career growth at 3.1. Glassdoor reviews reflect a 3.5 out of 5

rating, with compensation and benefits at 3.1 and career opportunities at 3.3, indicating room for improvement in employee advancement and satisfaction.

Employees appreciate the company's job security (rated 3.7) and work-life balance (rated 3.7), indicating a stable work environment. The Procurement & Supply Chain department rated skill development at 3.8, suggesting that employees have access to growth and learning within their roles With a rating of 3.4 for salary and benefits, there's an indication that employees seek better compensation packages

## 5. CONCLUSION

The study on performance appraisal at ProConnect Supply Chain highlights the critical role that effective appraisal systems play in enhancing employee performance and organizational efficiency. Through structured feedback, goal-setting, and continuous evaluation, ProConnect is able to align individual performance with its broader strategic goals. The research findings indicate that when employees perceive the appraisal system as fair, transparent, and growth-oriented, it significantly boosts motivation, job satisfaction, and productivity.

The study also reveals areas for improvement, particularly in increasing employee involvement in the appraisal process and enhancing the clarity of performance metrics. Investing in regular training for appraisers, incorporating 360-degree feedback mechanisms, and ensuring timely communication of appraisal outcomes can further strengthen the system. Overall, an effective performance appraisal system not only supports employee development but also contributes to the long-term success of ProConnect Supply Chain by fostering a culture of accountability, recognition, and continuous improvement.

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