

A Study of Employee Performance Appraisal System.

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Abstract:- Today's working climate demands a great deal of commitment and effort from Employees, who in turn naturally expect a great deal more from their Employers. Performance Appraisal must be seen as an intrinsic part of a Manager's responsibility and not an unwelcome and time-consuming addition to them. It is about improving performance and ultimate effectiveness. My Research study is on the topic "A study of Employee Performance Appraisal System."

Performance Appraisal:- Performance Appraisal is the systematic evaluation of the performance of employees and to understand the abilities of a person for further growth and development. Performance appraisal is generally done in systematic ways which are as follows:

1. The supervisors measure the pay of employees and compare it with targets and plans.
2. The supervisor analyses the factors behind work performances of employees.
3. The employers are in position to guide the employees for a better performance.

What is Performance Appraisal?

Performance Appraisal is a method of evaluating the behavior of employees in the work spot, normally including both the quantitative and qualitative aspects of job performance. Performance here refers to the degree of accomplishment of the tasks that make up an individual's job. It indicates how well an individual is fulfilling the job demands. Often the term is confused with effort, but performance is always measured in terms of results and not efforts. A student, for e.g., may exert a great deal of effort while preparing for the examination but may manage to get a poor grade. In this case, the effort expended is high but performance is low. In order to find out whether an employee is worthy of continued employment or not, and so whether he should receive a bonus) a pay rise or promotion" his performance needs to be evaluated from time to time.

Objective of the Research:-

Primary Objective:-

To study the performance appraisal systems of organizations.

Secondary Objective:-

To identify the strengths and weaknesses of employees to place right men on right job.

- To maintain and assess the potential present in a person for further growth and development.

- To provide a feedback to employees regarding their performance and related status.
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Secondary data were collected from past records and manual of the company, books, internet etc. It is the data already collected, which is made available for reference purposes. In my research the secondary sources used are, various files and records maintained by organization, HR manual.

FINDINGS AND OBSERVATION

1. Company not followed the 360 degree feedback method in company.
2. Parameters of appraisals for higher-level employees are too many.
3. The Appraises also expect that their Comments and Suggestions

Conclusion:

One of the factor that became very clear in the course of gathering information in the organization is that majority of the employees were well aware of the system of performance appraisal followed in the organization. They are well acquainted with the subject and have knowledge about the need and purpose to have a good appraisal system in place. According to various researches paper that I reviewed the major Performance evaluation techniques which are being very popular and useful is of 360 degree appraisal technique while it also depends upon the kind and type of organization li. The major benefit of this technique is employee is being reviewed by all sections and subsections of his or her department with a particular reason regarding their behavior. For banking sector and educational sector 360 degree is a very useful technique because one can get feedback from customers, superiors etc. But in other sectors where there are no direct customers ranking method is the best.

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