



“A STUDY ON PERFORMANCE APPRAISAL”

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Abstract

Performance appraisal is a systematic and periodic process that assesses an employee's job performance and productivity in relation to pre-established criteria and organizational objectives. This evaluation mechanism is integral to human resource management, aiming to enhance employee development, improve organizational efficiency, and inform compensation, promotion, and termination decisions. The appraisal process typically involves setting clear performance expectations, ongoing monitoring, providing constructive feedback, and conducting formal review meetings. Contemporary approaches to performance appraisal include 360-degree feedback, management by objectives (MBO), and continuous performance management, reflecting a shift towards more holistic and dynamic evaluation methods. Despite its benefits, performance appraisal faces challenges such as potential biases, subjectivity, and the need for alignment with organizational culture and goals. Effective performance appraisal systems foster a culture of continuous improvement, engagement, and accountability, ultimately contributing to the overall success of the organization.

Keywords: Performance appraisal, Goal setting, Employee development, Communication advancement.

Introduction

Performance appraisal is a pivotal process within any organization, serving as a structured evaluation mechanism to assess an employee's job performance and contribution to the company's goals and objectives. It encompasses a comprehensive review of an individual's strengths, weaknesses, accomplishments, and areas for improvement over a specific period. Beyond merely evaluating past performance, it also serves as a platform for setting future goals and expectations, fostering employee development, and aligning individual efforts with organizational strategies. The process typically involves multiple stakeholders, including supervisors, managers, HR professionals, and sometimes peers, who provide diverse perspectives on the employee's performance. By facilitating open and constructive dialogue, performance appraisals can enhance communication between employees and management, clarify job expectations, and identify opportunities for skill enhancement or career advancement. Ultimately, an effective performance appraisal system not only improves individual performance but also contributes to the overall success and competitiveness of the organization. Some organizations view performance appraisal primarily as a developmental tool rather than just an evaluative process. In this context, the focus is on identifying employees' strengths and areas for development to facilitate their growth and career progression within the organization.

Objectives

- To assess the effectiveness of current performance appraisal systems in an organization.
- To identify areas of improvement in the performance appraisal process
- To analyze the correlation between performance appraisal results and employee productivity, satisfaction, and retention.

Research Methodology

Research Methodology is a systematic way to solve the research problem it may be understood as a science of studying how the research was done systematically. This includes the geographic area covered, period of study, research design, Methods of data collection, research instrument and sampling design.

Data Analysis and Interpretations

Clarity of performance appraisal criteria

Particulars	Frequency	Percent
Agree	12	8.0
Disagree	28	18.7
Neutral	25	16.7
Strongly Agree	35	23.3
Strongly Disagree	50	33.3
Total	150	100.0

Table. No. 1.1 Clarity of performance appraisal criteria

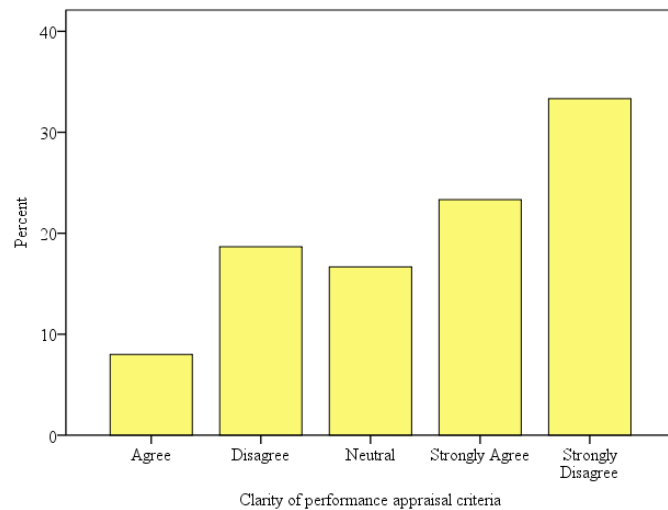


Fig. No. 1.1. Regular safety training session

Inference: From the above table, it is inferred that 33.3% of the respondents are Strongly disagree, 23.3% are Strongly agree, 18.7% of the respondents are Disagree, 16.7% are Neutral and 8.0% are Agree.

Feedback provided by the current system

Particulars	Frequency	Percent
Agree	10	6.7
Disagree	27	18.0
Neutral	34	22.7
Strongly Agree	41	27.3
Strongly Disagree	38	25.3
Total	150	100.0

Table. No. 1.2 Feedback provided by the current system

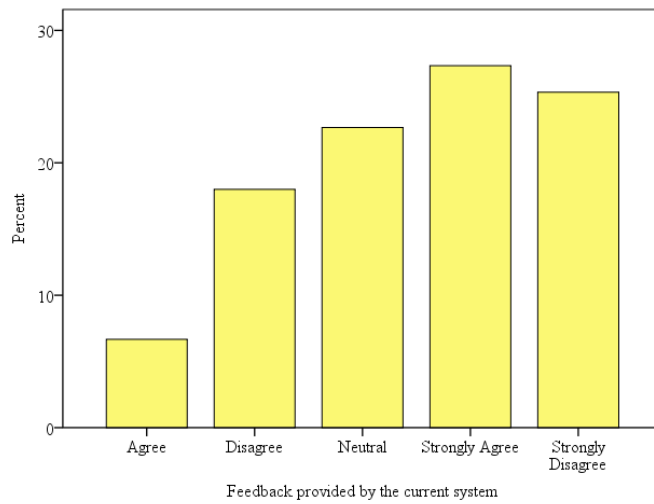


Fig. No. 1.2 Feedback provided by the current system

Inference : From the above table, it is inferred that 27.3% of the respondents are Strongly agree, 25.3% are Strongly disagree, 22.7% of the respondents Neutral, 18.0% of the respondents are Disagree, 6.7% of the respondents are Agree.

Encourage employee development and growth

Particulars	Frequency	Percent
Agree	19	12.7
Disagree	20	13.3
Neutral	39	26.0
Strongly Agree	30	20.0
Strongly Disagree	42	28.0
Total	150	100.0

Table. No. 1.3 Encourage employee development and growth

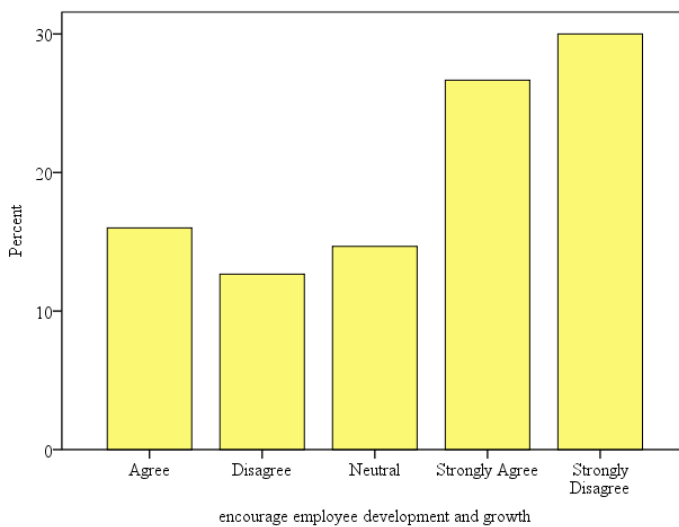
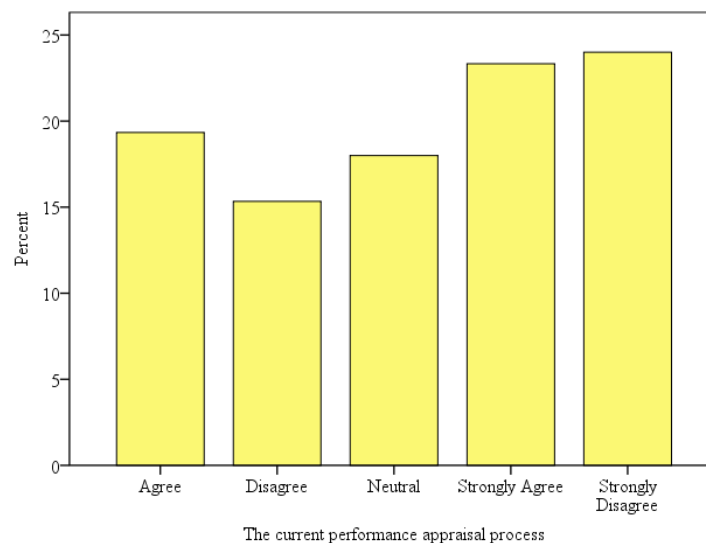


Fig. No. 1.3 Encourage employee development and growth

Inference: From the above table, it is inferred that 28.0% of the respondents are Strongly disagree, 26.0% are Neutral, 20.0% are Strongly agree, 13.3% are Disagree and 12.7% are Agree.

Current performance appraisal to be

Particulars	Frequency	Percent
Agree	29	19.3
Disagree	23	15.3
Neutral	27	18.0
Strongly Agree	35	23.3
Strongly Disagree	36	24.0
Total	150	100.0

Table. No. 1.4 Current performance appraisal to be**Fig. No. 1.4 Current performance appraisal to be**

Inference : From the above table, it is inferred that 24.0% of the respondents are Strongly disagree, 23.3% are Strongly agree, 19.3% of respondents are agree, 18.0% of respondents are neutral, 15.3% of respondents are disagree.

Individual goals with organization objectives

Percentage	Frequency	Percent
Agree	26	17.3
Disagree	30	20.0
Neutral	25	16.7
Strongly Agree	40	26.7
Strongly Disagree	29	19.3
Total	150	100.0

Table. No. 1.5 Individual goals with organization objectives

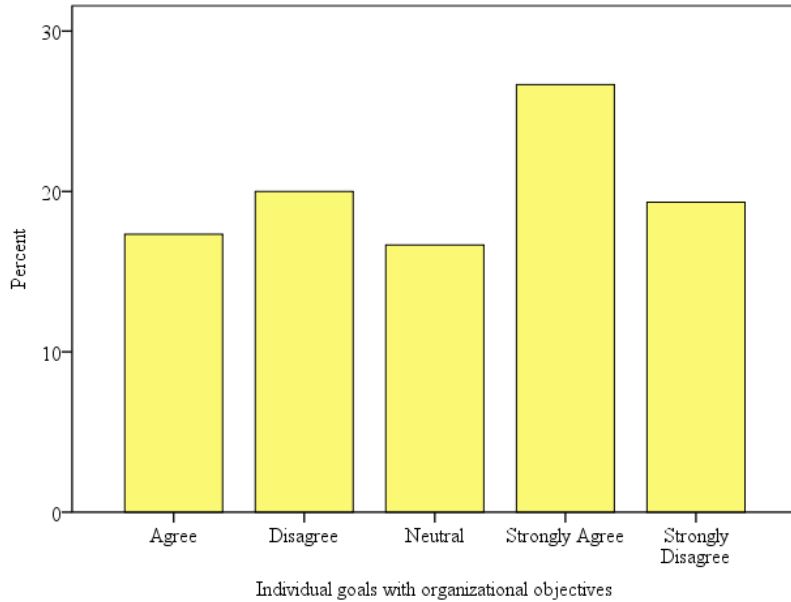


Fig. No.1.5 Individual goals with organization objectives

Inference: From the above table, it is inferred that 26.7% of the respondents are Strongly agree, 20.0% are Disagree, 19.3% of respondents are Strongly disagree, 17.3% of the respondents are Agree, 16.7% of the respondents are Neutral.

Chi-Square Tests

Null hypothesis

H0: There is no significant between regular safety training program & preventing accidents and injury.

Alternative hypothesis

H1: There is significant between regular safety training program & preventing accidents and injury.

Summary of the chi-square

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Regular safety training program X Preventing Accidents And Injury	150	100.0%	0	0.0%	150	100.0%

Table. No.1.6. Summary of the chi-square

	Value	Df	Asymptotic Sig. (2-tailed)
Pearson Chi square	0.32	1	.742
Likelihood Ratio	0.32	1	.742
No of Valid Cases	150		

Table. No. 1.7 Test statistics

Inference: From the above table 1.8, the significant value is $p=.859$ which is greater than 0.05. So, alternative hypothesis is accepted, it reveals that there is significant association between regular safety training program & preventing accidents and injury.

Correlation

Null hypothesis

H0: There is no relationship between Safety equipment resources wellbeing is positively impacted by company safety and health measures.

Alternative hypothesis

H1: There is relationship between Safety equipment resources wellbeing is positively impacted by company safety and health measures.

Correlation values		Recognition received through the current organization	Performance appraisal in driving performance improvement
Recognition received through the current organization	Pearson Correlation	1	-.054
	Sig. (2-tailed)		.303
	N	150	150
Performance appraisal in driving performance improvement	Pearson Correlation	-.054	1
	Sig. (2-tailed)	.303	
	N	150	150

Table. No. 1.8 Correlation

Inference: From the above table, it is inferred that, $r = -.054$ (r lies between -1 to $+1$), hence it is clear that there is a positive correlation relationship between Safety equipment resources wellbeing is positively impacted by company safety and health measures. So, H1 is accepted. There is significant between Safety equipment resources wellbeing is positively impacted by company safety and health measures.

Suggestions

- I suggest that Ensure that performance criteria are clearly defined and communicated. Consider providing specific examples or benchmarks to help employees understand expectations better.
- Integrate professional development plans into the appraisal process. Offer resources and support for skill enhancement and career growth
- Use a standardized evaluation form and multiple raters to reduce bias. Training managers on unbiased appraisal techniques can also help.
- Create an open forum for employees to suggest improvements. Regularly review and incorporate feasible suggestions to enhance the system
- Provide clear, written documentation of performance criteria at the beginning of the appraisal period. Ensure ongoing communication and clarification as needed
- Continuously link individual performance to organizational goals in discussions. Highlight how each role contributes to the broader mission and objectives.

Conclusion

I have been researched about Performance Appraisal at HAWKINGPATH for this project. Performance appraisal should encapsulate the overall assessment of the employee's performance, highlight key achievements, identify areas for improvement, and set clear goals for the future

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