

A STUDY ON PERFORMANCE APPRAISAL SYSTEM OF KARNALA NAGARI SAHKARI BANK LTD. MAHAD-RAIGAD

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Abstract

This abstract provides an overview of the performance appraisal system implemented at Annasaheb Sawant Bank, Mahad. Performance appraisal is a crucial aspect of organizational management, aiding in employee development, motivation, and organizational effectiveness. Annasaheb Sawant Bank, located in Mahad, has developed a comprehensive performance appraisal system to evaluate its employees' performance effectively. This system includes various methods such as self-assessment, peer reviews, and supervisor evaluations. It aims to provide a fair and objective assessment while fostering employee growth and aligning individual goals with organizational objectives. The abstract delves into the importance of performance appraisal, the methods utilized by the bank, and the benefits it offers to both employees and the organization. Through this system, Annasaheb Sawant Bank strives to enhance employee engagement, productivity, and overall organizational success.

Introduction: -

Performance Appraisal is a process of evaluating an employee performance of job in terms of its requirements .it is the process of evaluating the performance and qualifications of the employees in terms of the requirement of the job for which he is employed, for purposes of administration including placement, selection for promotions, providing financial rewards and other action which require differential treatment among the members of a group as distinguished from actions affecting all members equally others regard, it as a process of estimating or judging the value excellence, qualities or status of some object, person or thing.” To measure the performance appraisal there are several methods and techniques. Prof. Beach has charted out, showing the changes in the terminology of employee appraisal that have taken place since 1920. The types of performance appraisal are involved both in traditional and modern methods. Performance appraisal is often regarded as the most critical function of human resource management (Selvarajan and Cloninger, 2008; Smither and London, 2009). Several prior studies have revealed that suggested that effective performance appraisal system is the sign of integral component of effectiveness of human resource management of an organization. Performance appraisal has been studied widely in several organizations in the western context.

Performance appraisal is an integral part of HRM and HRM deals with personnel is people. “People” is the important and valuable resource that every organization or institution has in the form of its employees.

Organization value the use of performance appraisal in both administrative decisions and in motivating employees. The reluctance to implement appraisal systems with lower level and base grade employees may be due to several factors, including among many employee and union resistance to compulsory systems of appraisal. In a climate with growing emphasis on participative management styles, self regulated or voluntary systems of performance appraisal may become increasingly prevalent and important. Competition for scarce resources among organizations is becoming stiffer which means that organizations can grow to the extent that people who work in such organizations are supported to grow. Performance management has been of concern recently in managing and integrating reward performance, most organizations still use the performance appraisal as a tool to measure employees' performance. Performance appraisal is also useful for taking transfer decisions and helps to assess the training and development needs of employees and correct their mistakes, and it also provides proper guidance and criticism for employees development. The major aim of performance appraisal is to enable an organization to maintain an inventory of the number and quality of all managers and to identify and meet their training needs and aspirations. In addition, increments rewards, maintain individual and group development and improving the employee's performa. The increased focus on performance at all levels of an organization arises from the pressures and intensity of competition in the business environment and the associated requirement to create a competitive advantage in order to survive in the market place. Performance appraisal is also known as employee evaluation, merit rating, employee assessment, etc. It is a systematic process of appraising an employee's current and past performance relative to his/her performance parameters. The employee's performance should be based on organizational expectations and employee's actual performance. The idea that performal evaluation improves employee's performance is not a new one but it is seen in the roots of development of mankind. Each person is motivated when he is told about his actual performance and accepts what were his/her previous mistakes.

Performance appraisal process may be held annually or monthly as per needed. Performance Appraisal is the systematic evaluation of the performance of employees and to understand the abilities of a person for further growth and development.

Statement of Problems: -

The research statement studied is entitled. A study on performance appraisal system of annasaheb savant co-operative bank mahad. The present study focus on the analyses performance appraisal system of annasaheb savant co-operative bank mahad. The present study was under taken to clarify certain questions related to the care phase of performance appraisal through regular assessment of progress toward goals focuses the attention and efforts of an employee or a team.

This research intends to investigate the performance appraisal system and its impact on employee performance including the moderating role of motivation among the employees. Knowing the method adopted by Annasaheb savant co-operative banks in managing employee performance is necessary – is it based on the old order of appraisal or the new order of management

Review of Literature: -

Dr. s. Janisirani et al., (April 2013) in his research paper “A study on performance appraisal system at wipro infrastructure engineering pvt Ltd”. Dr. S. Jansirani et al., under his research paper he identify the actual performance of the employees and performance standard used in performance appraisal program and to create and maintain a satisfactory level of performance. In his research paper this study helps building progress towards organizational goals and to help the superior to have a proper understanding about their subordinates. In his research the process of systematic investigation of any management problem it deals with research design. This study is to measure effectiveness of the training program through performance appraisal system provided by the employees. The data collection is done through primary or secondary data. The primary data collected from field survey. The secondary data was collected from magazines, books, journals, etc. For this purpose sample size is taken as 100 for the survey from the total population (700) employees. The researcher found that 50% of respondent to the age group of 20-30 years and 60% of the respondent have the qualification ITI/Diploma. The researcher suggested that while framing the parameters in the ranking method the performance appraisal technique and group discussion can made among and with various authorities. The researcher conclude that the performance appraisal technique prevailing in the organization is fair. In his research employees future potential are not covered. D. B. BAGUL (March 2014) in his research paper “Study on employees performance appraisal system.” D. B. BEGUL under his research paper to study the employee’s performance appraisal system in the SEMCO Electric Pvt. Ltd. And To study and analyze the effectiveness of present performance appraisal method being followed in organization. In his research paper this work confined to study the appraisal process present in the bank. It also visualizes real time scenarios in industry. And it explores some of the merits and demerits in existing company. In his research paper data analysis is represented by pie chart. The primary data was collected from questionnaire and informal discussion. Te secondary data were collected from past records and manual of the company, books and internet. For this purpose 65 appraiser are selected. The researcher found that company not followed the 360 degree feedback method in company. Maximum number of employees considers the PAS are held on only organization development. The researcher suggested that a majority of employees were satisfied with the current appraisal system although they require for few changes.

Objectives of the Study: -

- ✓ To study the performance of employees in Karnala bank.
- ✓ To study the future potential and values of employees.
- ✓ To study appraisal method of Bank.
- ✓ To give appropriate suggestion if any

Hypothesis of Study: -

Based on the above literature, the following hypotheses are formulated:

- **H₀** there is negative performance of employees.
- **H₁** there is positive performance of employees.
- **H₀** It is seen that there are no several appraisal systems of Bank.
- **H₁** It is seen that there are several appraisal systems of Bank.

Scope of the Study: -

This study confined to study the appraisal process present in the bank. It also visualizes real time scenarios in industry. It explores some of the merits and demerits in existing system. This study comprises the complete plant level staff and is exhaustive depicting the appraiser-appraiser relationship and the

significance of the overall appraisal system in the bank. This study the attribute of employees towards the performance appraisal I have selected few number of employees who can represent the whole employees of the bank. To improve employee work performance by helping them realize and use their full potential in carrying out their firms' mission

Limitation of the Study: -

- The research was limited to Annasaheb savant co-operative bank only.
- Some of the respondents were afraid to give true information in some cases.
- There may be bias on the part of employees while answering to the questions.

The sample size of the study is limited to 20 not the entire employees of the organization.

Research Methodology: -

The study is to measure effectiveness of the training program through performance appraisal system provided by the employees. Descriptive research is also called statistical research the main goal of this type of research is to describe the data and characteristics about what is being studied. The idea behind this type of research is to study frequencies, averages and other statistical calculations. This study is based on primary or secondary data.

Data collection

Primary Data

Primary data is the data which is gathered originally for a certain purpose. It is data that is collected by a researcher from first-hand sources, using methods like surveys, interviews, or experiments. It is collected with the research project in mind, directly from primary sources. These are the data which are collected from some primary sources i.e., a source of origin where the data generate. These are collected for the first time by an investigator or an agency for any statistical analysis. Primary data can be collected in a number of ways. However, the most common techniques are self-administered surveys, interviews, field observation, and experiments. In this study primary data is collected through Interview method and Questionnaire method.

Secondary Data

The data which are used in an investigation, but which have been gathered originally by someone else for some other purpose are known as secondary data. It refers to data which is collected by someone who is someone other than the user. This data is gathered from studies, surveys, or experiments that have been run by other people or for other research. These are the data which are collected from some secondary source i.e. the source of reservation storage where the data is collected by one person and used by other agency. The secondary data is collected through the financial statement, Books and annual reports of Karnala Bank

Significance of Study: -

Performance appraisals are essential for the growth of a company and the employee. It helps the company to find out whether the employee is being productive or is a liability. It helps the employee to find out where his / her career is heading. It is an essential part of HR management.

Chapter Schemes: -

Chapter 1 – Introduction.

Chapter 2 – Research Methodology. Chapter 3 – Literature Review

Chapter 4 – Data collection and analysis. Chapter 5 – Findings.

Chapter 6 – Suggestions and conclusions.

References: -

- <https://en.wikipedia.org/>
- www.google.com
- www.slideshare.com
- Staff Members Of **Karnala Nagari Sahkari Bank Ltd**