

A STUDY ON PERFORMANCE APPRAISAL OF THE EMPLOYEES IN ITES INDUSTRIES

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ABSTRACT:

Performance appraisal is a process of creating a work environment or setting in which people are enabled to perform to best of their abilities performance appraisals is an ongoing process where the manager / superiors and employee work together to plan, monitor and review an employees work objectives or goals and overall contribution to the organization.

Performance appraisal system operates in which an individual manager regularly, annually records performance and developments in top down process. It can be argued that perceived defects of appraisal system led to development of more sound concepts of performance appraisal. Nevertheless organization with opportunity to reflect on past performance as basis for making development and improvement plans and performances and development review meeting provides this chance. The provision of challenging assignments and regular performance feedback are included in effective performance management system.

Keywords: Promotion, Performance

NEED OF THE STUDY

In any Organization to be effective the resources should be property maintained. To deceive the maximum advantage out of it to attract good people retain the better people and advance the best people managing performance are pre-requisites for success of the Organization. Changing market trends and customer expectation is rendering many old strategic options and paradigms ineffective. To cope with these changes, organizations are forced to innovate and adapt new strategies. Adapting to such changes has a deeper impact on the

organization. Performance appraisal helps managers know what employees are achieving and adjust the focus of their attention on to those things they need to improve.

Thus the need is identified to engage the employees in the design of new performance management system from the existing system by asking for their input regarding the areas to be improved. The researcher personnel interest in the topic performance appraisal is also the reason for conducting the study as it enables to trace out the limitations in that system existing the Organization

OBJECTIVES

PRIMARY

To study the effectiveness of Performance Evaluation & Development plan existing in power automation industry.

SECONDARY

1. To identify whether all the employees are aware of the organization & individual objectives for the financial year.
2. To study about the existing performance evaluation in the organization and employee's perception towards evaluation.
3. To identify the strength and improvement areas of the employee's.
4. To identify the training needs of the employees to improve their skills, to increase their productivity.

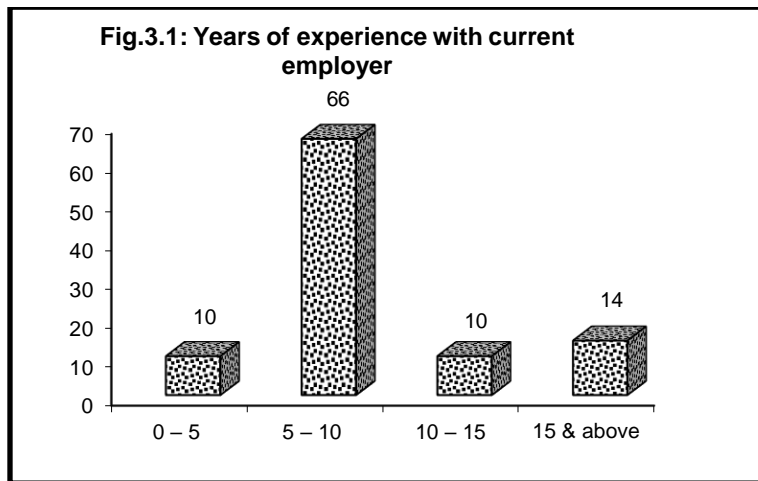
ANALYSIS AND INTERPRETATION

Years of experience with current employer

Years of experience	No. of respondent	%
0 – 5	10	10
5 – 10	66	66
10 – 15	10	10

15 & above	14	14
Total	100	100

Majority of the respondents have 5-10 years of experience with current employer.



Awareness of organization mission statement

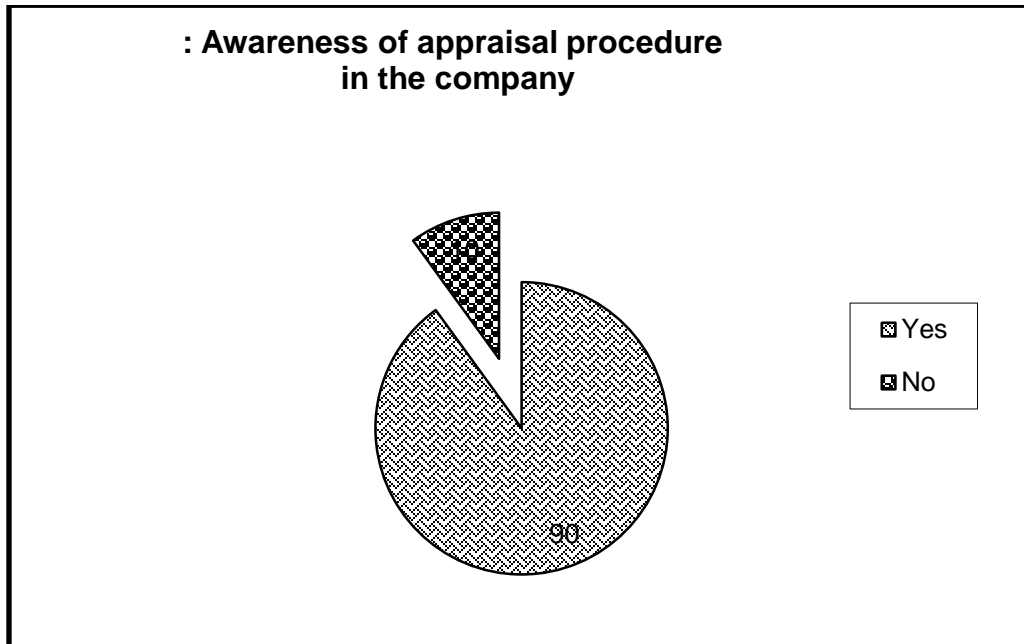
Particulars	No. of respondent	%
Yes	80	80
No	20	20
Total	100	100

From the above table 80% of respondents are aware of organization mission statement and 20% of respondents are not aware of organization mission statement.

Awareness of appraisal procedure in the company

Particulars	No. of respondent	%
Yes	90	90
No	10	10
Total	100	100

From the above table it was found that 90% of respondents are aware of appraisals procedure and 10% of respondents are not aware of appraisals procedure.



FINDINGS

1. Majority of respondents belong to 5 – 10 years of experience with current employee.
2. Majority of respondents have 5 – 10 years of total experience and minimum number of persons have more than 15 years of experience.
3. Majority of respondents are aware of organization statement.
4. Majority of respondents are aware of values of organization.
5. Majority of respondents are aware of organization objectives for the year.
6. Maximum numbers of respondents are aware of individual objectives.
7. 90% of respondents are aware of appraisal procedure.
8. Maximum number of respondents says that the objectives are discussed.

CONCLUSION

The organization can encourage the participation of employees in their performance planning that in turn increases the individual commitment towards their work. The Employees can be given more clarity by explaining the concepts regarding their performance planning so that they find it easier in performing their task. The manager can recognize employee's contribution by reviewing their action plans periodically to increase individual level of motivation. Employee interpersonal relationship can be given more priority. Pay scale and promotional activities can be improved based on their performance planning to meet the satisfaction level of employees. Promotional activities can be improved based on their performance. Employees must be provided related training to increase competency level of employees. More concentration must be given for future education to enhance talents. The management should interact with middle and low level employees to find the problem and how to address the problem. The interaction should be personal in nature rather than getting work done only.

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