

IMPACT OF PERFORMANCE APPRAISAL SYSTEM ON EMPLOYEES PRODUCTIVITY WITH REFERENCE TO HYDERABAD BATTERIES PVT. LTD., HYDERABAD

K. NAGAMANI, Assistant Professor, QIS College of Engineering and Technology, nagamani.k@qiscet.edu.in, 7382739295.

P. GIRIJASRI, Assistant Professor, MBA Department, QIS College of Engineering and Technology, girija.p@qiscet.edu.in, 9985286123.

ABSTRACT:

The working environment of today requires a lot of devotion and work from employees. The time-consuming and vital aspect of a manager's job is performance appraisal. In order to achieve job-related comprehension levels, it entails enhancing performance and fully utilising effectiveness. The distinction between appraiser and appraise is sometimes required in situations where employees must be evaluated by their immediate supervisors. Only the past and the present are considered in assessments. The staff is being evaluated, and they are being urged to improve their efficacy, make use of their skills, overcome their deficiencies, and assess whether their potential and aspirations line up. It should be carried out through thorough tracking of employee performance and attempts to coach underachievers using appropriate positive reinforcement.

Key Words: Performance Appraisal, Superior, Motivation

INTRODUCTION:

Performance Appraisal

In organisations, evaluating the performance of the individuals and groups is a widespread activity. While these systems for evaluating employees might be formalised and regulated in some circumstances, they can also be informal and an essential component of daily operations. Performance An appraisal is a technique for assessing how people behave at work, typically taking into account both the quantitative and qualitative facets of the position. Performance is the level of task completion that enhances a person's employment. It shows how a person is meeting the requirements of their position. To determine if a worker is deserving of continued employment, and therefore whether he should get appraisal.

The organisations use traditional and modern methods for appraising the performances. Organizations can use a systematic performance appraisal system to assess the potential and efficiency of their personnel. Each individual employee may approaches their task differently, that's why a systematic performance appraisal system is required to estimate their performance at workplace.

Research Objectives:

To research and evaluate the effectiveness of the performance appraisal process currently used in the organisation.

To get opinions regarding the current Performance Appraisal process from the Appraiser and the Appraisee.

To compile data about the organization's performance appraisal system's flaws and weaknesses.

To offer ideas based on employee comments and other data gathered in an effort to enhance the organization's evaluation system or process.

Research Methodology:

The current study is an exploratory one that uses a structured questionnaire to gather data from 100 employees in the firm as its primary source. Simple average methodology was employed for research analysis, and secondary data were also used for a literature study.

REVIEW OF LITERATURE:

The essay by Venclova Katerina (2013) focuses on the techniques used in Czech agricultural firms to evaluate employee performance. The theoretical foundations of the term "formal appraisal" and employee performance appraisal procedures as outlined by Czech and foreign experts are examined in the first half of the article.

In general there are certain methods for reviewing employee performance mostly used are assessment interviews, predetermined standard outcome-based performance appraisals, and goal-based performance appraisals.

DATA ANALYSIS AND INTERPRETATION:

1. Employees working experience in organization

Opinion	No.of Respondents	Percentage of response
More than 5 years	55	55
Less than 5 years	25	25
More than 10 years	20	20
Total	100	100

Most of the employees are working from long years so that they satisfied with performance appraisal system.

2. Employees expect salary increments after Performance Appraisal

Opinion	No.of Respondents	Percentage of response
Yes	62	62
No	38	38
Total	100	100

Most of the employees expect that they can get increments based on performance appraisal system. But some of them are not expecting that.

3. Company provides promotions strictly based on the Performance Appraisal Process

Opinion	No.of Respondents	Percentage of response
Agreed	45	55
Disagreed	35	45
Neutral	20	20
Total	100	100

From the above analysis employees agreed that promotions are providing in the organization based on Performance Appraisal system.

4. Employees satisfaction levels with the existing Performance Appraisal system

Opinion	No.of Respondents	Percentage of response
Satisfied	58	58
Neutral	32	32
Dissatisfied	10	10
Total	100	100

Majority of the employees are satisfied with the performance appraisal system which is following in the company presently.

5. Employees leadership and interpersonal skills are developed during the Performance Management System

Opinion	No.of Respondents	Percentage of response
Agreed	45	45
Disagreed	45	45
Neutral	10	10
Total	100	100

Some of the employees are agreed that they develop leadership and interpersonal skills during performance appraisal system and some of employees are not agreed this.

Findings and Suggestions:

1. There are too many criterias for performance evaluation in higher-level employee appraisals.
2. The appraisees also anticipate that their feedback and recommendations will be included when completing the appraisal.
3. It is clear from the study that the expectations for the Performance Appraisal System are the same for both the Appraiser and the Appraisee, namely "Determination of Promotion or Transfer" and "Salary Administration and Benefits."
4. Although few adjustments were recommended, the most of employees were happy with their present appraisal system.
5. The majority of workers claimed that the HBL is only reviewed once a year.

Conclusion:

It is clearly knew that the majority of the employees were well aware of the system of performance appraisal system which is followed in the organization. All they were well know ledged policies, methods which are followed by company to evaluate their performance to get benefits as well to accomplish goals of the organisation.

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