

A Study on Effectiveness of Performance Appraisal SystemSelvakumar .R¹, Gowtham Chakravarthy .C²¹MBA, Department of Management Studies,
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Performance appraisal on the other hand is operational, short to medium term and concerned only with the individual and their performance and development. It is one of the tools of the performance management.

Keywords: Management, organization, Effectiveness

1. INTRODUCTION

It is an essential part of performance management. It is usually carried out by line managers rather than HR professionals, it is significant that they know their role in performance management and how performance appraisal contributes to the overall aims of performance appraisal.

2. OBJECTIVES OF THE STUDY

- To study the Employee Performance appraisal system
- To study the methods or trends adopted by organization to evaluate their Employees in every year.
- To analyze the activity –effectiveness of the company and appraise overall Human resource position of the company.

3. RESEARCH METHODOLOGY

Stratified Random Sampling is used in this research.

SATISFIED WITH JOB

OPINION	NO OF RESPONDENTS	PERCENTAGE%
Agree	59	53.63
Strongly Agree	23	20.90
Neutral	25	22.72
Disagree	3	2.72
Strongly disagree	0	0
Total	100	100

TABLE NO 1

The above table shows 53.63% of the Employees are satisfied with their job. 20.90% of the Employees are strongly agree. 22.72% of the employees is neutral. 2.72% of the employees is disagreeing.

TRAINING SESSION

OPINION	NO OF RESPONDENTS	PERCENTAGE
Agree	72	65.45
Strongly Agree	19	17.27
Neutral	16	14.54
Disagree	2	1.81
Strongly disagree	1	0.90
Total	100	100

TABLE NO 2

Analysis made with reference to the above table reveals that 65.45% of the employees are agreeing and 17.27% of employees are strongly agree. 14.54% is neutral. 1.81% are disagree and remaining are strongly disagree they need training session.

GOOD RELATIONSHIP WITH CO WORKERS

OPINION	NO OF RESPONDENTS	PERCENTAGE
Agree	38	34.54
Strongly Agree	44	40
Neutral	24	21.18
Disagree	4	3.663
Strongly disagree	0	0
Total	100	100

TABLE NO 3

Analysis made with reference to the above table reveals that 34.54% of the employees are agree to need training session and 40% of employees are strongly agree, 21.18% are neutral. 3.66% are disagree and 0% are strongly disagree.

TRAINING IS MUST FOR EMPLOYEES

OPINION	NO OF RESPONDENTS	PERCENTAGE
Agree	67	60.90
Strongly Agree	31	28.18
Neutral	12	10.90
Disagree	0	0
Strongly disagree	0	0
Total	100	100

TABLE NO 4

It is clear from the above table 60 % of the employees agree, 28.18% are strongly agree that training program is conducted after the appraisal program and 10.90% are neutral.

BEST EMPLOYEES CAN WORK ANYWHERE IN THE COMPANY

OPINION	NO OF RESPONDENTS	PERCENTAGE
Agree	54	49.09
Strongly Agree	29	26.36
Neutral	26	23.63
Disagree	1	0.90
Strongly disagree	0	0
Total	100	100

TABLE NO 5

Analysis made with reference to the above table reveals that only 49% of the employees are agree and 26% are strongly agree that they are honest towards feedback and remaining 23.63% are neutral and remaining are disagree and strongly disagree.

TOP MANAGEMENT SHOULD RECOGNISE THE OPINIONS OF THE EMPLOYEES

Opinion	No of respondents	Percentage
Agree	31	28.18
Strongly Agree	20	18.18
Neutral	52	47.27
Disagree	5	4.54
Strongly disagree	2	0.90
TOTAL	100	100

TABLE NO 6

Analysis made with reference to the above table reveals that 47% of the employees are neutral and 28% of employees are agree and 18.18% are strongly agree the opinions of the employees, and remaining is disagree and strongly disagree.

PERFORMANCE APPRAISAL PROVIDES TO TALK FREELY WITH THE SUPERIORS

OPINION	NO OF RESPONDENTS	PERCENTAGE
Agree	37	33.63
Strongly Agree	23	20.90
Neutral	36	32.72
Disagree	10	9.09
Strongly disagree	4	3.63
TOTAL	100	100

TABLE NO 7**INFERENCE**

Analysis made with reference to the above table reveals that 33% of the employees are agree and 32% of employees are neutral, the employees are freely talk with the superiors.

4. FINDINGS

- Most of the Employees are satisfied with their job.
- 65% of Employees satisfied with their training session.
- Most of Employees are feel Appraisal is necessary.
- Many of the Employees are satisfied with prevailing working conditions and environment.
- Many of the Employees are agree the Appraisal system will give the chances to reach the top position.

5. SUGGESTIONS

- The concern must implement environment policies and develop the organization culture for regulating their employees in the work.
- The idea has been implemented and designed a new appraisal system under the guidance of H.R.

6. CONCLUSION

The study is based on the opinion of response towards the Appraisal systems in Gem Plast. The study shows that overall Performance Appraisal system in the organization satisfactory. In the coming years the company should concentrate more on following better strategies towards the improvement of Appraisal system.

7. REFERENCES

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