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An organizational study and a study on employee perception towards performance appraisal system in k. m. knitters with special reference to Tirupur District

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ABSTRACT

A major concern of every organization should be to contribute positively towards the achievement of its objective. Organizational effectiveness is often equated with managerial efficiency. A manager can ensure organizational effectiveness only by guaranteeing the full utilization of human resource available through individual employees under his guidance. Hence, it is always required for a manager to monitor and measure the performance of employees.

INTRODUCTION

Performance appraisal is a method of evaluating the behaviour of employees in the work spot, normally including both the quantitative and qualitative aspects of job performances. In order to find out whether an employee is worthy of continued employment or not, and if so, whether he should receive a bonus, a pay rise or a promotion, his performance needs to be evaluated from time to time. The object of performance appraisal is to improve the efficiency of an enterprise by attempting to mobilize the best possible efforts from individuals employed in it.

STATEMENT OF THE PROBLEM

Much of literature dealing with Human Resource Management and its issues recognize the importance of performance appraisal system which occurs in the organization. All organization faces the problem of directing the energies of their staff to the task of achieving business goals and objectives. In doing so, organization need to devise means to influence and channel the behaviours" of their employees so as to optimize their

contributions. Performance appraisals constitute one of the major management tools employed in this process. [1-3]

OBJECTIVES

- To identify the demographic profile of the respondents.
- To identify the drawbacks in performance appraisal system with respect to K. M. Knitters.

SCOPE OF THE STUDY

- The study will be useful to enhance the performance evaluation system at Salem steel plant.
- The organization would able to know the employee perception towards their appraisal system.

LIMITATIONS OF THE STUDY

- Since the study done in public organization it is difficult to collect in-depth information in the company.

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- The study is more sensitive one the employees hide to express their views relation with human resource department and their performance system.

LITERATURE REVIEW

- Zulystiawati (2014) “**Performance Management System: The Practices in the Public Organization in the Developing Countries**” the management performance stresses the individual and personnel’s abilities to perform the activities within organization as the major element.
- R.G.Ratnawat and Dr P.C.Jha (March-2013) “**A Commentary on Effectiveness of Performance Management**” Performance management is one of the most researched areas in the domain of human resource management.
- K.P.Thooyamani , S.FabiyolaKavitha, Bernice Lancia Rajasekhar (2017) “**A Study On Effectiveness Of Performance Appraisal System**” This study covers the Human resources management and performance appraisal system of the company and activity engaged in manufacturing grape wate

RESEARCH METHODOLOGY

Research design

A Master plan that specifies the methods and procedures for collecting and analysing the needed information.

Descriptive research

Descriptive research design is used for the study, it is a fact finding investigation with adequate interpretation.

Sample design

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population is drawn.

Probability sampling

Probability sampling is a sampling technique where the samples are gathered in a process that will have all the individuals in the population of getting equal chances of being selected.

Simple random sample

A simple random sample is a subset of a statistical population in which each member of the subset has an equal probability of being chosen. An example of a simple random sample would be the names of 50 employees being chosen out of a hat from a company of 556 employees.

Sample size

Sample size is 100.

DATA COLLECTION METHOD

Primary data

These are data which are collected for the first time directly by the Researcher for the Specific study undertaken by him. In this research primary data are collected directly from the Respondent by using Questionnaire.

Secondary data

These are data which are already collected and used by someone preciously. In this research review of Literature, Details of the industry are collected from the Internet.

STATISTICAL TOOLS USED

To analysis and interpret collected data the following simple percentage and ranking were used.

9.1 simple percentage analysis

To analysis and interpret collected data the following simple percentage and ranking were used.

Formula

Percentage analysis = (No. of respondents / Total no. of respondents) x100

Henry garrett ranking

Garrett's ranking technique to find out the most significant factor which influences the respondent; Garrett's ranking technique was used. As per this method, respondents have been asked to assign the rank for all factors and the outcomes of such ranking have been converted into score value with the help of the following formula:

$$\text{Percent position} = 100 (R_{ij} - 0.5) / N_j$$

Where R_{ij} = Rank given for the i th variable by j th respondents

N_j = Number of variable ranked by j th respondents.

DATA ANALYSIS

The Respondent who participated in the research is from diversified background with age, gender, educational qualification, marital status, income level.

Table no1: Demographic profile of the respondents

DETAILS OF THE RESPONDENT	NO. OF RESPONDENTS	PERCENTAGE
Age	20-30 years	62
	31-40 years	22
	41-50 years	13
	Above 50 years	03
	Total	100
Gender	Male	54
	Female	46
	Total	100
Educational Qualification	Below 10 th	16
	10 th – 12 th	33
	UG degree	39
	PG degree	12
	Others	0
	Total	100
Marital status	Married	42
	Unmarried	58
	Total	100
Salary	Below 10000	30
	10000-20000	35
	20001-30000	23
	Above 30000	12
	Total	100

Source: primary data

Interpretation

From this study it is evident that age group of the 45% of the respondents fall under the category of 21-30years, 54% of the respondents fall under

the category of male, 39% of the respondents fall under the category of educational qualification is UG degree, 58% of the respondents fall under the category of unmarried, 35% of the respondents fall under the category of salary in 10000-20000

Table 2: Rank the problems faced by the respondents

S.no	Problems	Mean score	Total score	Rank
1	Negative feedback from superior	390	3510	1
2	Fear of losing subordinates	468	2808	4
3	Create negative experience	600	600	9
4	Time consuming process	462	3234	3
5	Chances of rater error	577	1154	8
6	Stressful workplace	529	2116	6
7	Appraisal done on seeing only one aspect of work	555	1665	7
8	Affects employee career and development	475	2375	5
9	Appraisal done based on past experience	430	3440	2

Interpretation

From the above table it is evident that “Negative feedback from the superior” ranked as no.1 with a total score of 3510, “Appraisal done based on past performance” is ranked as no.2 with a total score of

3440, “Time consuming process” is ranked as no.3 with a total score of 3234,

Figure no 1: Problems faced by the respondents

FINDINGS

- “Negative feedback from the superior” ranked as first with a total score of 3510.
- “Appraisal done based on past performance” ranked as second with a total score of 3440.
- “Time consuming process” is ranked as Third with a total score of 3234.

SUGGESTIONS

- To avoid negative feedback from superior just be polite to listen to their words and don't be

REFERENCES

- [1]. Karan Singh Negi, “Study of Workplace Performance Management Through Performance Appraisal Systems in Major Government Owned Commercial Organizations of India, Global Journal of Finance and Management. ISSN 0975-6477 Volume 6, Number 2, 2014, 143-146
- [2]. Zulystiawati, “Performance Management System: The Practices in the Public Organization in the Developing Countries” Information and Knowledge Management ISSN 2224-5758 (Paper) ISSN 2224-896X (Online) 3(4), 2014.

defensive. Take negative feedback for the growth of career.

- Employee should concentrate on cost and quality of their work performance before appraisal.
- Training given before and after appraisal varies as based on the evaluation and also training enhances employee performance.

CONCLUSION

Thus the Performance Appraisal system functions as a major input in government organizations. It throws light on various minor aspects of employee performance and also the changes to be made for the employee improvement alongside with the betterment of organization. There is need for increasing transparency in the performance appraisal process; participation of the employee through discussions and reviews and also increased awareness about the role of performance appraisal in performance management.