

**A STUDY ON THE EFFECTIVENESS OF PERFORMANCE
APPRAISAL AT SHIVALAYA PRECISION PVT LTD**

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

By

RAGUL P

REGISTER NO: 42410184



**DEPARTMENT OF BUSINESS ADMINISTRATION
SCHOOL OF MANAGEMENT STUDIES**

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

Accredited with Grade “A++” by NAAC | 12B Status by UGC |

CATEGORY- 1 UNIVERSITY BY UGC | Approved By AICTE

JEPPIAAR NAGAR, RAJIV GANDHI SALAI CHENNAI - 600 119

DECEMBER 2023



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BONAFIDE CERTIFICATE

This is to certify that this project is the bonafide work of **RAGUL P (42410184)** who carried out the project entitled **“A Study on The Effectiveness Performance Appraisal at Shivalaya Precision Pvt Ltd”** under my supervision from October 2023 to December 2023.

(Dr. A. MEERA)

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Submitted for Viva voce Examination held on 22.12.2023.

Internal Examiner

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DECLARATION

I **RAGUL P** hereby declare that the Project Report entitled **A Study On The Effectiveness of Performance Appraisal at Shivalaya Precision Pvt Ltd** by me under the guidance of **Dr. A. MEERA** is submitted in partial fulfillment of the requirements for the award of degree in Masters in Business Administration.

DATE:

PLACE:

SIGNATURE OF THE CANDIDATE

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

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ABSTRACT

Employee performance has traditionally been focused by human resources managers. As a result, a number of performance appraisal techniques have been devised to help Employee to focus on their performance. In contemporary times, the use of performance Appraisal has been extended beyond the rating of the employee's performance to aspects Such as motivation. Accordingly, this study sought to investigate effectiveness of performance Appraisal system. The study's main objectives pertained to establishing the moderating role Of performance appraisal as a motivation tools as well as potential challenges. The study findings show the presence of significant positive outcomes when the organisation Uses performance appraisal as a motivation tool. Further, the study finds that the use of more Than one appraisal techniques helps to yield greater satisfaction and consequently higher Motivational levels. The specific aspects of performance appraisal system that help improve Motivation include the linking of performance to rewards as well as the use of PA to help Identify employee's strength and weaknesses.

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PROJECT INTRODUCTION

1.1INTRODUCTION

The study's objective is to prepare a detailed filed report on the performance appraisal procedure of shivalaya precision components pvt ltd and its linkage with another human Resource management system (training, promotion, transfer, etc.).

Performance appraisal is a widely discussed concept in the field of Performance Management the importance accorded to performance appraisal system in part arises from The nature of the current business environment, which is marked by the need to achieve Organisational goals as well as remain relevant in intensely competitive markets through Superior employee performance. Within this context, various studies suggest that organisation Can hardly control the behaviour of their employees. The organisation can however control How employees perform their jobs. In addition, performance management research shows That a significant number of employees tend to have the desire to perform their jobs well as Part of their individual goals as well as a demonstration of loyalty towards the organisation. Arguably, the key to ensuring that employees perform well lies in the ability to provide the With the right working environment such an environment generally includes fair treatment, Offering of support, effective communication and collaboration.

THE CONCEPT OF PERFORMANCE APPRISAL

While a number organisation continue to use informal and subjective performance Evaluation practice to make award decision, there is evidence that objective performance Evaluation cities increasingly prevalent in the

current describes performance appraisal as The evaluation of an individual's work with the main aim of the arriving at objective personnel Decision. It is also considered the process of obtaining, analysing as well as recording of the Information that revolves around the relative worth of the employee to the organisation. This takes place through the planned interaction between an organisation's supervisors and Employees in which the former assesses the performance of the latter. One of the main goals, In the case, is the identification of strength and weaknesses that form the basis of recommending actions for improved employee performance.

1.2 STATEMENT OF THE PROBLEM

The continuous evolution of organisation towards the changes creates a great impact in the life of the business still, the business leaders are relying on the capacity of the people and their Performance towards their job and roles in the organisation. Whether a profitable or non profit Organisation, the people has been essential resources in the organisation. Various strategies had Been effectively used for the employee according to their needs and areas that needs to sustain.

All organisation faces the problem of directing the energetic of their staff to the task of achieving business goals and objectives. In doing so, organisation need to devise means to influence and channel the behaviors of their employees so as to optimize their contributions Performance appraisal constitute one of the major management tools employed in this Process.

1.3OBJECTIVE OF THE STUDY

- To study about the demographic variables of the respondents.
- To evaluate the performance appraisal among shivalaya precision components employees.
- To analyze the relationship between job satisfaction and the performance of employees.
- To understand satisfaction among employees of shivalaya precision components pvt ltd.

1.4SCOPE OF THE STUDY

The study on performance appraisal systems provides many scopes as productivity is entirely dependent upon performance.

- To implement the the appropriate performance appraisal method.
- To understand the role of motivation and job satisfaction which are vital for permanace
- To know about the performance appraisal system at shivalaya precision components Pvt Ltd.
- Patiala.
- To know about the impact of performance appraisal in the growth of shivalaya precision

Components Pvt ltd to know about the working condition of the employees.

1.5LIMITATIONS OF THE PROJECT

- The employees were biased to give the information.
- Some of the information might not be exactly correct.
- Time constraint was a serious problem as time was limited.

1.6NEED OF THE STUDY

- In general, the purpose of the study is to know the system of performance appraisal in Shivalaya precision components Pvt ltd.
- Besides, the purpose of the study is to fulfil the partial requirement.
- To understand satisfaction among employees of shivalaya precision components Pvt ltd.

CHAPTER- II

REVIEW OF LITERATURE

Performance appraisal has been defined by different scholars in various ways. Some of the important definitions are as follows:

Dale S. Beach 2013, “performance appraisal is a systematic evaluation of the individual With respect to his or her performance on the job and his or her potential for Development.”

Randall S Schhuler, 2014 “performance appraisal is a formal structure system of measuring And evaluating an employee’s job-related behaviour and outcomes to discover how and Why the employee is presently performing on the job and how the employee can perform More effectively in the future so that the employee, organisation and society all benefit.

Dale Yoder, 2015” performance appraisal includes all formal procedures used to evaluate personalities and contributions and potential of group members in a working organization.

Jones and George 2016, performance appraisal as the evaluation of employees job performance and contributions to the organization

Wanna et al 2019, define the objectives of staff appraisals as to improve planning and Service delivery at the general level, but also to provide feedback to individual officers’.

Moulder 2021, states that performance appraisal are valued for defining expectations and Measuring the extent to which expectations are met. She goes on to state that appraisal can

Makes clear to employees where they are having success and where

they need to improve Performance.

Cherry 2020, however the sees appraisal process to fundamental to the success Organisational change intiatiives citing the work of the “powerful formative effects Performance management) on the organisational power structure, on the workforce skills Profiles and on corporate culture”

Performance appraisal from an employee point of view- “ A performance appraisal on the To help employee their strength and shortcomings and receive compensation accordingly.”

Sharma (2017)” these methods are less structured then traditional method which isless Focuses on the ranking and ratings and more emphasis on arranging meeting between Employees and supervisor. Lillian, maths book& sitati the information gathered an Performance appraisal provide basis for recruitment and selection, training a Development of existing staff, and motivating and maintaining a quality human resource Through correct and proper rewarding of their performance.

Angelo S. DeNisi and Robert D. Pritchard (2018) “performance appraisal is a discreate, Formal, organisationally sanctioned event, usually not occurring more frequently than Once or twice a year, which has clearly stated performance dimensions and/or criteria th Are used in the evaluation process. Furthermore, it is an evaluation process, in that Quantitative scores are criteria used, and the scores are shared with the employees being Evaluated.

INDUSTRY AND COMPANY PROFILE

2.1 INDUSTRIAL PROFILE

INTRODUCTION

In industry it is not efficient or profitable to make every day products by hand. On a computer numerical control (CNC) machine it is possible to make hundreds or even thousands Of the same items in a day. First a design is drawn using design software and them it is processed By the computer and manufactured using the CNC machine. This is a small CNC machines can be Extremely large. The duet is one of the smaller CNC and is ideal for uses in schools.

Lathe is one of the most important machine tools in the mental working industry. A lathe Operation one of the principle of a rotating work piece which rotates about its axis, causing the work piece to be formed to the desired shape. Lathe machine is one of the oldest and most important machine tools. A early as 1569, wood lathes were in use in France. The lathe machine was adopted to metal cutting in England during the industry revaluation. Lathe machine also called “Engine late” because the first type of the of lathe was driven by a steam engine.

A machine uses power to apply forces and control movement to perform an intended action. Machine can be driven by animals and people, by natural forces such as wind and water, and by chemical, thermal, or electrical power, and includes a system of mechanisms that shape the actuator input to achieve a specific application of output forces and movement. They can also include computers and sensors that monitor performance and plan movement, often called mechanical systems

Renaissance natural philosophers identified six simple machines which were the elementary devices that put a load into motion, and calculated the ratio of output force to input force, now known today as mechanical advantage.

Modern machines are complex systems that consist of structural elements, mechanisms and control components and include interfaces for environment use. Examples include a wide range of vehicles, such as automobiles, boats and airplanes, appliances in the home and office, building air handling and water handling systems, as well as farm machinery, machine tools and factory automation systems and robots.

This can be seen in Watt's steam engine (see the illustration) in which the power is provided by steam expanding to drive the piston. The walking beam, coupler and crank transform the linear movement of the piston into rotation of the output pulley. Finally, the pulley rotation drives the flyball governor which controls the valve for the steam input to the piston cylinder.

The adjective "mechanical" refers to skills in the practical application of an art or science, as well as relating to or caused by movement, physical forces, properties or agents such as is dealt with by mechanics. Similarly Merriam – Webster dictionary defines "mechanical" as relating to machinery or tools.

Power flow through a machine provides a way to understand the performance of devices ranging from levers and trains to automobiles and robotic system. The german mechanician franz reuleaux wrote, “a machine is a combination of resistant bodies so arranged that by their means the mechanical forces of nature can be compelled to do work accompanied by certain determinate motion.” Notice that forces and motion combine to define power.”

More recently, Uicker et al. stated that a machine is “a device for applying power or changing is direction. “McCarthy and job describe a machine as a system that “generally consists of a power of source and a mechanism for the controlled use of this power.”

2 COMPANY PROFILE



Shivalaya precision components Pvt ltd was established in the year 2017 as small-scale industry in the south Manchester of India. WE produce high-quality precision components in the fastest turnaround time. Our motto is to delivery quality product at the right time through technical upgradation, determined customer focus, and a unique emphasis on social responsibility empowers.

Company belive in the importance of developing our skills and providing sophisticated infrastructure and a safe working environment for our employees.

Shivalaya precision components Pvt ltd offer comprehensive service to a wide range of industries that include automobile, textile and general engineering.

Shivalaya is an amalgamation of top-class technology extreme engineering and state-of-the-art infrastructure. This amalgamation was brought about to design, develop and manufacture world-class precision components.

Shivalaya precision is a growing engineering firm engaged in the manufacturing of precision components, as well as in the design, development, and production of world-class engineering products. We believe in providing state-of-the-art engineering services to our customers, in combination with a safe working environment for all of the manpower at shivalaya precision components Pvt limited.

2.3 ABOUT THE ORGANISATION

Shivalaya precision components Pvt ltd was established in the year 2017 as a small-scale industry in south Manchester of India. Our motto is to delivery, quality products at the right time, means of technical upgradation, determined customer focus, and unique emphasis on social responsibility empowers.

2.4 HISTROY OF ORGANISATION

Shivalaya precision components private limited is an unlisted private company incorporated on 27 march 2017. It is classified as a private limited company and is located in Coimbatore, Tamil Nadu. Its authorized share capital is INR 1.00 cr and the total paid-up capital is INR 1.00 cr. The current status of shivalaya precision components private limited is – Active.

The corporate identification number (CIN) of shivalaya precision components private limited is U29304TZ2017PTC028696. The registered office of shivalaya precision components private limited is at 206/1B1, SHRI RAJA ANNAMALAI NAGAR, SNMV COLLEGE ROAD, MALUMICHAMPATTI, COIMBATORE, COIMBATORE, Coimbatore, Tamil Nadu.

Rules and regulations

- Consuming or being in possession of alcohol or illegal drugs on company premises, or an any

Company job site, is prohibited.

- Fighting, horseplay, practical jokes or otherwise interfering with other workers is prohibited.
- Theft, vandalism, or any other abuse or misuse of company property is prohibited.
- All unsafe acts and conditions, including “near miss” incidents, are to be reported to

Appropriate supervision promptly.

- All incidents that result in damage or injury are to be reported to your supervisor immediately.
- Clothing and personal protective equipment(PPE) shall performed po to tasks being.
- All work shall be carried out in accordance with the approx. supervisor’s direction.
Work
- Practice and your only those tools that are in good repair, with all guards and safety device in Place shall be used.
- Every worker shall keep his/her work area neat, clean, and orderly.

2.6 MACHINE TOOL INDUSTRY

2.6.1 Horizontal Machining centre



The Makino a51nx is a 400mm horizontal machining centre that builds on the highly successful a51 platform with key high-performance machining technologies that take productivity, accuracy, and machine reliability to the next level.

The 14,000-rpm high-speed, high-power spindle features 240 Nm of torque, making it well-suited for ferrous and non-ferrous part production. IG axis acceleration and a standard direct-drive motor B-axis minimizes non-cut times, whereas a robust casting design and roller-type linear guides ensure the entire a5nx work envelope can be effectively utilized.

One-piece way covers(X and Z) and a dual-supported tool-change arm provides the for industry-leading reliability and high-performance machining capability.

2.6.2 Turning Centre Doosan Machine



The DN solution puma series machines are heavy-duty turning centres. From horizontal, vertical, or multi-tasking and lathes, the puma come in the box way or liner guide way design and is available with chuck sizes ranging from 8 to 32 inches. Big bore and additional configurations like twin-turret or milling capability make the puma series the ultimate solution for your turning needs.

KEY FEATURES

2.6.1.1 High rigidity

2.6.1.2 protection from thermal displacement

2.6.1.3 energy savings

2.6.1.4 space-saving

2.6.1.5 heavy duty and high speed capable

2.6.1.6 optional Milling, Drilling, and Tapping capabilities

2.6.1.7 configuration like twin-spindle, twin-turret and ram-type

The versatility of the puma series equips manufacturing with the competitive advantage to

compete and win, both locally and globally. With the ultimate efficiency and cost-effectiveness in mind, DN solution (formerly Doosan Machine Tools) designed the puma line to provide manufacturing with performance that maximizes ROI.

2.6.3 VERTICAL MACHINING CENTERS



A 3-Axis CNC machining centre/mill is used for creating various industrial parts. This is achieved by using a wide ranging of tooling and cutters depending on the type of material being cut and the end product being manufactured.

A. A 3-axis CNC Mill works on three separate axes

- X-Axis: Moving longitudinally or “left-to-right”
- Y-Axis: Moving laterally or “front-to-back”
- Z-Axis: Moving Vertically or “up and down”

2.6.4 CMM CARL ZEISS



ZEISS ACCURA 12/18/10 coordinate measuring machine was built in 2019 in Germany. The Machine is used to perform extremely accurate measurements of the machine and automotive Parts weighing up 200 kg. the dimensions of the measured component are taken by the mounted VAST XTR GOLD measuring head and presented as a set of point coordinates on contact or non-contact path. The use of this method makes it possible to perform measurements on objects-with very complicated shapes, which cannot be measured with ordinary measuring instruments. The structure made of aluminum has been coated with a special coating CARAT (coating aging resistant aluminum technology). This technology maintains an ideal mass-to-volume ratio, resulting in significantly improved temperature stability and increased measuring speed. The portal coordinate measuring machine measures at a speed of 200 mm/s.

2.7 DOMESTIC CUSTOMERS



2.8 VARIOUS DEPARTMENT

2.8.1 HUMAN RESOURCES DEPARTMENT

Department supervisors can develop certain emergency plans, such plans shall be reviewed whenever new products, new procedures, materials and equipment are introduced, head of the HR department to which job takes is considered are not for laborers and provide opportunities. The head of the H.R department one of the main work is maintain the all kind of records such as employees records, salary records, attendance records, welfare and safety records head of the H.R department collects information such as the extent to which the co-workers are friendly, and supporting, will enhance the welfare of the employer

- To make Recruitments
- To give Promotions
- To Reassignments
- To Position classification and grading
- To Salary determination
- To Performance appraisal review and processing
- To Awards review and processing

2.8.2 PRODUCTION DEPARTMENT

This department deals with production. The production and process control is directly under the control of the production manager. The manufacture will be decided well in advance. According to the market demand and the advance sales booking again it depends upon raw material availability and balancing of the process in each department.

Working principle

The lathe is a machine tool which holds the work piece between two rigid and strong support called centre or in a chuck of face plate which revolves. The cutting tool is rigidly hold and support in a tool post which resolves works. The normal cutting operation

performed with the cutting tool fed either parallel or at right angles to the axis of the work. The cutting tool may also be fed at an angle relative to the axis of work for machine tapers and angles.

2.8.3 QUALITY DEPARTMENT

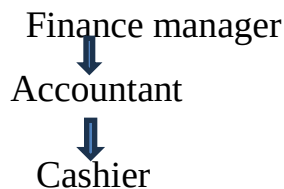
QUALITY CONTROL:

In the quality control sector, the machine components were inspected by the Q.C inspectors for this inspection report in this regard. All components should be accurate and kept in far ready to use for inspection of components they are using the inspection instruments like vernier calipers or outside micrometres. The Q.C inspector makes the components using high gage and surface table after the making the components are issued for making finding one.

TESTING:

As an ISRO company, the companies having all the instruments were calibrated by the calibration lab. The calibration vernier calibrates the instruments and issues a certificate for calibration. In this certificate, the instruments accuracy and place of calibration and its expiry date are mentioned. The agencies provide stickers as the arguments for the identification of instruments.

2.8.4 FINANCE DEPARTMENT



Finance is one of the most important aspects of business management the term finance may thus incorporate in any of the study of money and other assets. The management and control of those asset profiling and managing projects risks maintaining and issuing the payment from customers to make with control of cash Mr Kavi Bharathi is the finance manager. The cash book of the company is used to record all the cash transaction of sales purchases and other expenses. The company maintains its cash book both manually and

computerized with the software after preparing the book the company prepares the ledger account. The ledger account may be defined as the summary statements of all transactions relating to persons, assets, expenses, or income which have taken place during a given period of time.

2.8.5 SALES DEPARTMENT

Mr Kathir is the Chief Accountant. The financial state of the firm is based on the conversation of “Historical Cost”. The company has complied with the accounting standards prescribed by the institute of chartered accountants of India and as referred to u/s 211(3c) of the companies act 1956.

A. CASH BOOK:

The cash book of the company is used to record all the cash transactions of sales, purchases and other expenses, the company maintains its cash book both manually and computerized with the software, “TALLY ERP”.

B. PURCHASE BOOK:

The purchase book of the company is maintained to record all credit purchases of goods made by the firm. Purchases the processes contentions any cash transaction.

C. SALES BOOK:

In the sales book the details regarding the made by the company. The sales book doesn't contain is regarding cash sales made.

D. LEDGER BOOK:

After preparing the above-said book, the company prepares the ledger account. The ledger account is prepared at the end of every month. The ledger accounts are prepared by posting from subsidiary books. A ledger account may be defined as the summary statement of all the transaction relating to a person, assets, expenses, or income which have taken place during a given period of time and show their net effect.

E. TRIAL BALANCE:

After preparing ledger accounts, the company prepares the trial balance. The posting are made from the ledger accounts. This statements is prepared by the company to test the arithmetical accuracy of the record maintained.

F. TRADING PROFIT AND LOSS ACCOUNT:

The trading account is prepared only after the preparation of the trial balance the profit and loss account is prepared to know the net profit or loss earned during the year. This is prepared at the end of the each year.

G. BALANCE SHEET:

This is a statement prepared to as certain the financial position of the company. The final accounts prepared by the company are every year by the auditor.

2.9 VISION

Our Motto is to deliver, quality products at right time, by means of technical up gradation, determined customer focus, and a unique emphasis on social responsibility empowers.

2.10 MISSION

Achieve leadership through constant innovation and continuous improvement in every sphere of our activity.

2.11 INFRASTRUCTURE

HEALTH, SAFETY AND WELFARE SERVICES

CLEANLINESS:

The factory was kept clean and it was free from other nuisance. Accumulating dust and lice were removed daily. The floor or walking area was cleaned once a week by washing and designing etc.

DISPOSAL OF WASTE AND EFFLUENTS:

An effective arrangement is made in the treatment of wastes and effluents for the manufacturing process so as to centre them innocuously and for their din opal.

VENTILATION AND TEMPERATURE:

Suitable and comfortable provisions are made in the factory for searing and manufacturing in each of every work area. Adequate ventilation by the circulation of fresh air and the working areas should be maintained at a normal, temperature.

DRINKING WATER

In the company, effective arrangements are made to provide and supply sufficient drinking water for all workers. And it is away from the place of washing, urinal, latrine etc.

URINALS:

In the factory, separate enclosed accommodation of latrines and urinals of prescribed types for male and female workers is provided. It is suitable and convenient for workers at all times. It is adequately lighted, ventilated and maintained in a clean and sanitary condition followed very strictly.

FENCING OF MACHINERY

In the factory, a dangerous part of every piece of machinery was securely fenced by substantial construction and it was kept in position while the parts of machinery are in motion or in use.

LEAVE AND OTHER BENEFITS

The leave provision include 12 days of casual leave and 12 days of medical leave with full wages. In the case of examinations and studies, it depends on the examination. The wages include a piece fare system in case of assembly and component and time rate for inspecting and administrative staff. The disciplinary action is taken by way of issuing a memo to these persons who have been found guilty of the work.

WELFARE FACILITIES**1. WASHING FACILITIES**

Washing facilities are provided and maintained for the use of the workers. In this

facilities are conveniently accessible for all workers.

2. FACILITIES FOR STRONG CLOTHES

Suitable and sufficient places and separate cup boards are arranged for keeping or storing clothes of the workers.

3. FACILITIES FOR SITTING

Sitting facilities are provided for all workers who are obliged to work in a standing position. This was done in order that the workers may take the advantage of any opportunities for rest which may occur in the course of their work.

4. FIRST AID FACILITIES

The first aid facilities are provided readily accessible all working hours. First aid boxes or cup boards with the prescribed contents. Each first aid box or cup board is kept in charge of a separate responsible person.

5. RESTROOM AND LUNCH ROOMS

The company's provision was made for rest and suitable lunch rooms where workers can eat meals brought by them with the provision of drinking water. The separate room and lunch rooms are provided for male and female workers.

The personnel manager is in charge of the working person's health, safety and welfare measures of the factory.

BONUS:

The payment of bonus is made once a year. There is full participation by the workers in the decision making process and periodic meetings are held with them once in 6 months to know about their suggestions.

CHAPTER -III

RESEARCH METHODOLOGY

RESEARCH- MEANING

Research is an art of scientific investigation. According in Redmen and Mary defines research as a “systematic effort to gain knowledge”. Research methodology is way to systematically solve the research problem. It is plan of action for a research project and explains in detail how data are collected and analyzed. This research study is a descriptive research study.

RESEARCH DESIGN

A research design is a plan that specifies the objectives of the study, method to be adopted in the data collection, tolls in data analysis and hypothesis to be framed. “ A research design is an arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to research purpose”. Here my project research design is descriptive in nature.

NATURE OF DATA

The primary data are collected from the employees of shivalaya precision components Pvt ltd through a direct structured questionnaire.

SAMPLING SIZE AND TECHNIQUE

It refers to the number of items to selected from the universe to constitute as sample. In this study 85 employees of shivalaya precision Pvt ltd., was selected as size of sample.

Sample design

The sampling technique used in this study is simple random sampling method. This method is also called as the method of chance selection. Each and every item of population has equal chance to be include in the sample.

Questionnaire

The questions are arranged logical sequence. The questionnaire consists of a variety of questions presented to the employees for the response. Multiple choice questions, rating scale questions were used in constructing questionnaire.

STATISTICAL TOOLS USED

To analysis and interpret collected data the following statistical tools were used.

1. Percentage method
2. Chi-square analysis
3. Anova test

Percentage method:

The percentage is used for making comparison between two or more series of data. It can be generally calculated as

$$\text{Percentage of respondent} = \frac{\text{No. of respondents favorable}}{\text{Total no of respondents}} * 100$$

Chi-square analysis:

Chi- square analysis in statistics is to test the goodness of fit to verify the distribution of observed data with assumed theoretical distribution. Therefore it is a measure to study the divergence of actual the expected frequencies.

The formula for computing chi-square is as follows.

$$\text{Chi-square} = \sum \{(O-E)^2/E\}$$

The calculated value of chi-square is compared with the table of chi-square for the given degree of freedom at the specified level of signification. If the calculated value is greater than the tabulated value then the difference between the observed frequency and the expected frequency are significant.

DEGREE OF FREEDOM

The formula computing degree of freedom is as follows,

$$\text{Degree of freedom} = (C-1) (R-1)$$

The degree of freedom is $(n-2)$ where 'n' is number of observed frequencies and in case of contingency table the degrees of freedom is $(C-1) (R-1)$ where C is number of columns and R is number of rows.

ANOVA TEST

Analysis of variance, or ANOVA, is a strong statistical technique that is used to show the difference between two or more means or components through significance tests. It also shows us a way to make multiple comparison of several populations means. The Anova test is performed by comparing two types of variation, the variation between the sample means, as well as the variation within each of the samples. The below mentioned formula represents one-way Anova test statistics:

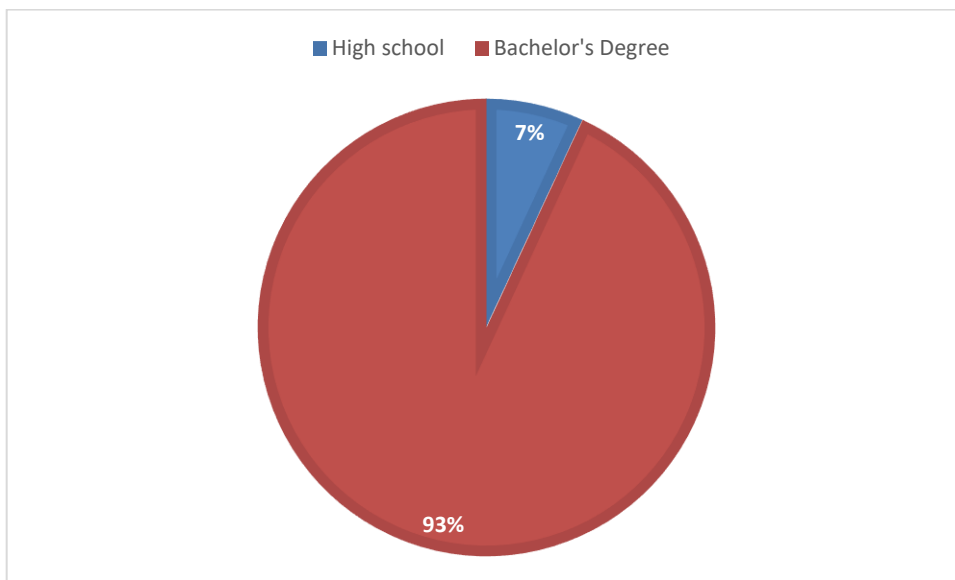
CHAPTER-IV
DATA ANALYSIS AND INTERPRETATION
Sample percentage analysis

TABLE NO: 4.1

S. No	Gender	Number of Respondents	Percentage
1	Male	51	60
2	Female	34	40
Total		85	100

FIGURE NO: 4.1

Figure Showing the Gender Of The Respondent



INTERPRETATION

It Can be Inferred that the Majority 60% of the respondents are male and 40% of the respondents are female.

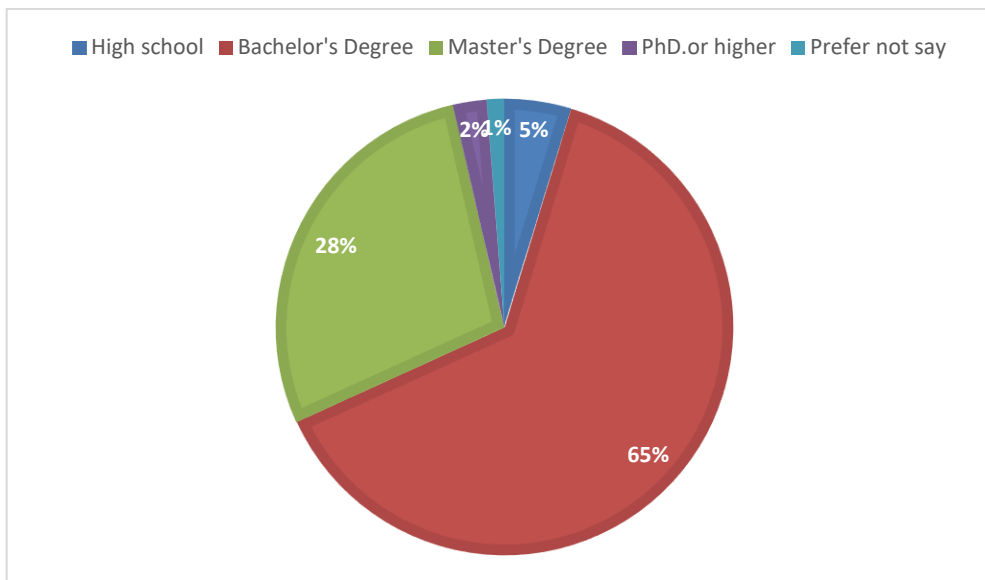
TABLE NO: 4.2

Table showing the educational of the respondents

S. No	Educational qualification	Number of Respondents	Percentage
1	High school	4	4.7
2	Bachelor's Degree	54	63.5
3	Master's Degree	24	28.2
4	PhD.or higher	2	2.4
5	Prefer not say	1	1.2

FIGURE NO:4.2

Figure showing the Education qualification of the Respondents



INTERPRETATION

it can be referred that most (28.2%) of the respondents have a PG as their educational qualification. The majority 65% of the respondents have a bachelor's degree educational qualification and 4.7% of the respondents have a high school educational qualification and 2.4% of the respondents have a PhD educational qualification and less than of 1.2% of the respondents prefer not say in the education qualification.

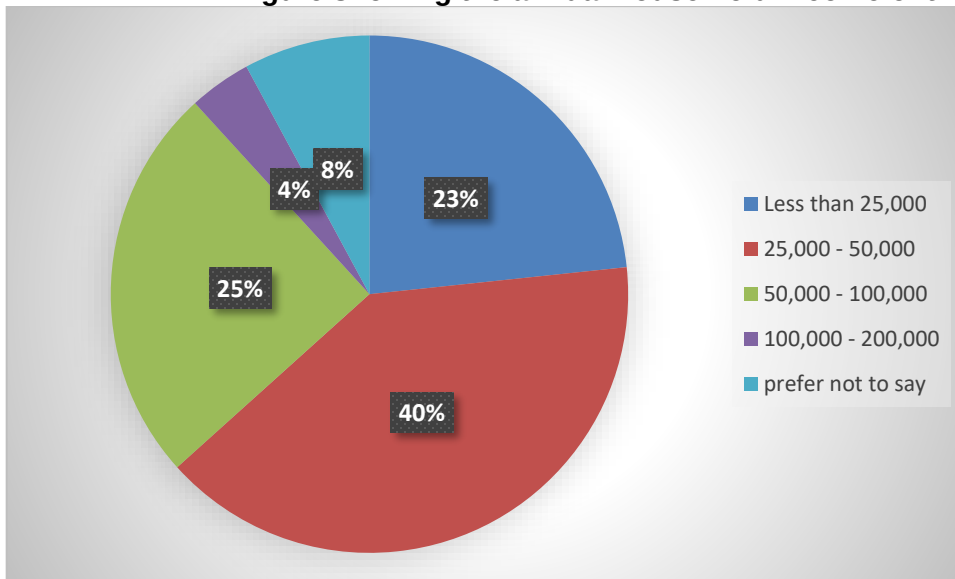
TABLE NO: 4.3

Table showing the annual house hold income of the respondents

S. No	Salary Details	Number of Respondents	Percentage
1	Less than 25,000	21	24.7
2	25,000 - 50,000	36	42.4
3	50,000 - 100,000	22.4	22.4
4	100,000 - 200,000	3.5	3.5
5	prefer not to say	7.1	7.1

FIGURE NO: 4.3

Figure showing the annual house hold income of the respondents



INTERPRETATION

It can be referred that 42.4% of the respondents have a 25000 to 50000 annual household Income. 24.7% of the respondents have less than 25000 annual household income. 22.4% of the respondents have a 50000 to 100,000 annual household income. 3.5% of the respondents has a 100,000 to 200,000 annual household income. 7.1 of the respondents has prefer not to say.

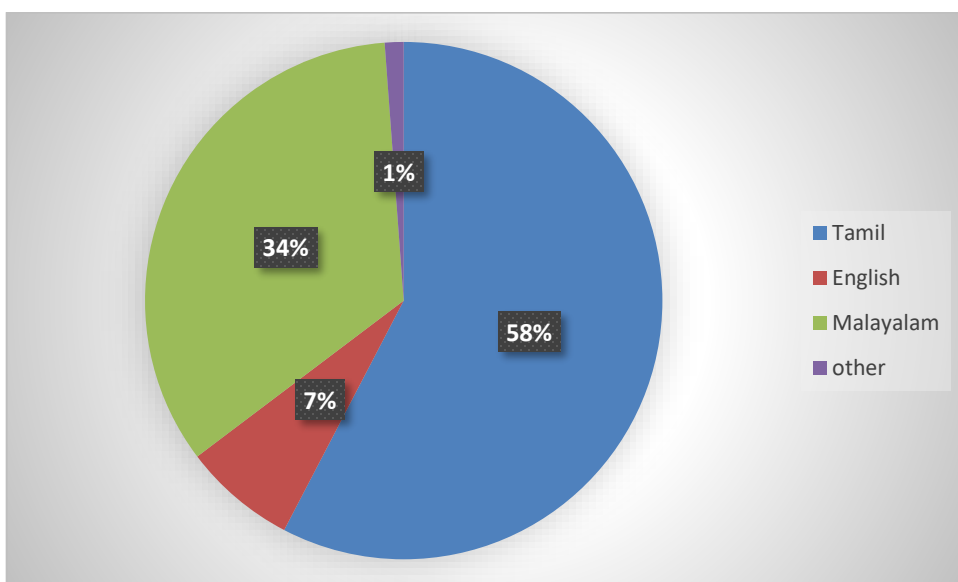
TABLE NO: 4.4

Table showing the languages are you capable of speaking fluently from the respondents

S. No	Language	Number of Respondents	Percentage
1	Tamil	49	57.6
2	English	6	7.1
3	Malayalam	29	34.1
4	Other	1	1.2

FIGURE NO: 4.4

Figure showing the language are you capable of speaking fluently from the respondents



INTERPREATION

It can be referred that majority 57.6% of the respondents speak Tamil. 34.1% of the respondents have speak only Malayalam. And 7.1% of the respondents have speak English. Balance 1.2 people speak other language.

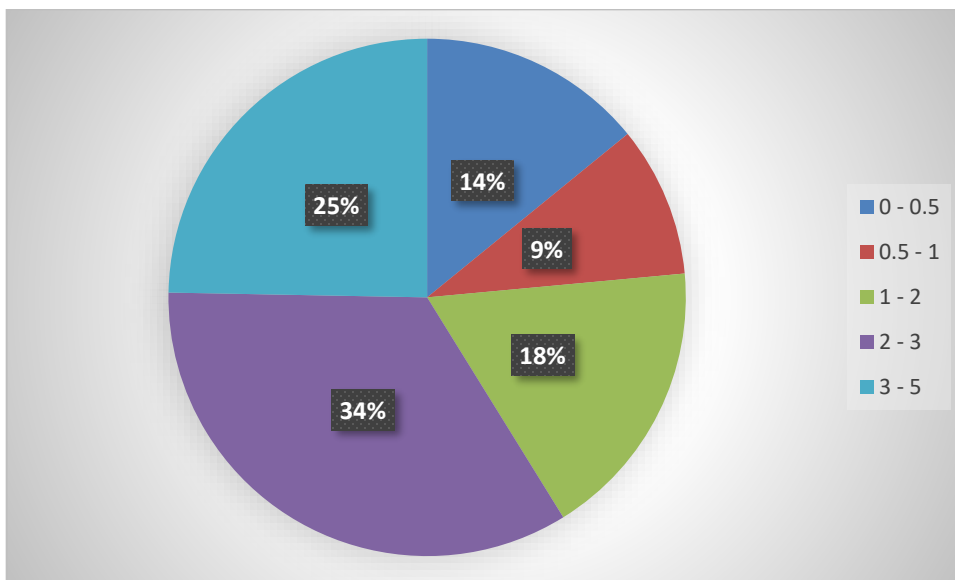
TABLE NO: 4.5

Table showing the Respondent's Work Experience

S. No	Work Experiences	Number of Respondents	Percentage
1	0 - 0.5	12	14.1
2	0.5 – 1	8	9.4
3	1 – 2	15	17.6
4	2 – 3	29	23.1
5	3 – 5	21	24.7
	Total	85	100

FIGURE NO: 4.5

Figure showing the Respondent's Work Experience



INTERPRETATION

It can be referred that most (14.1%) of the respondents have less than 1 year of experience. 24.7% of the respondents have more than 3 to 5 years of experience. 34.1% of the respondents have 2 to 3 years of experience. 17.6% of the respondents have 1 to 2 years of experience and 9.4% of the respondents have 1 year of experience.

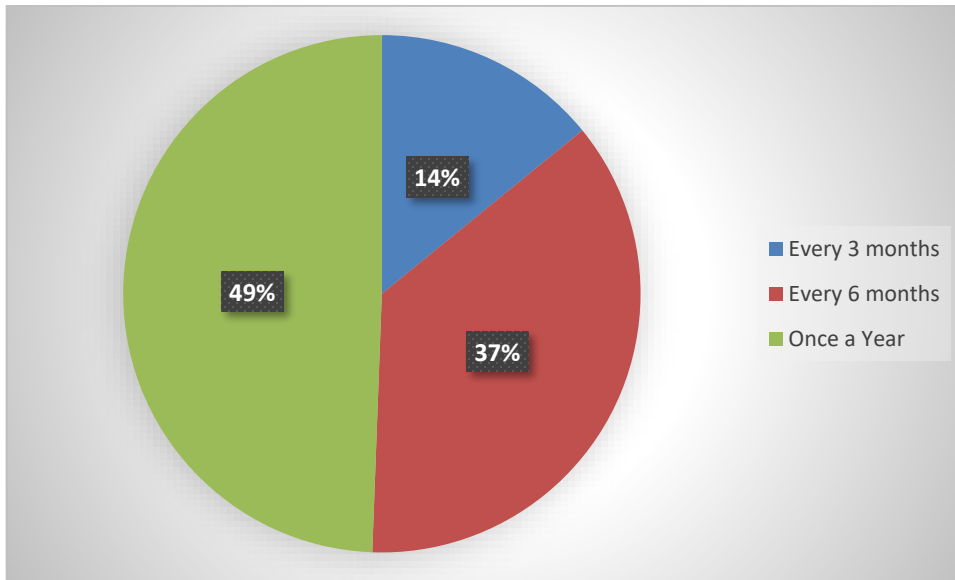
TABLE NO: 4.6

Table showing the Respondent's performance Review taking place

S. No	Month	Number of Respondents	Percentage
1	Every 3 months	12	14.1
2	Every 6 months	31	36.5
3	Once a Year	42	49.4

FIGURE NO: 4.6

Figure showing the Respondent's Performance Review taking place



INTERPREATION

It can be referred that the majority 49.4% of the respondents have conducted performance appraisal once a year. 36.5% of the respondents have conducted performance appraisal every six Months. 14.1% of the respondents have conducted performance appraisal every three Months.

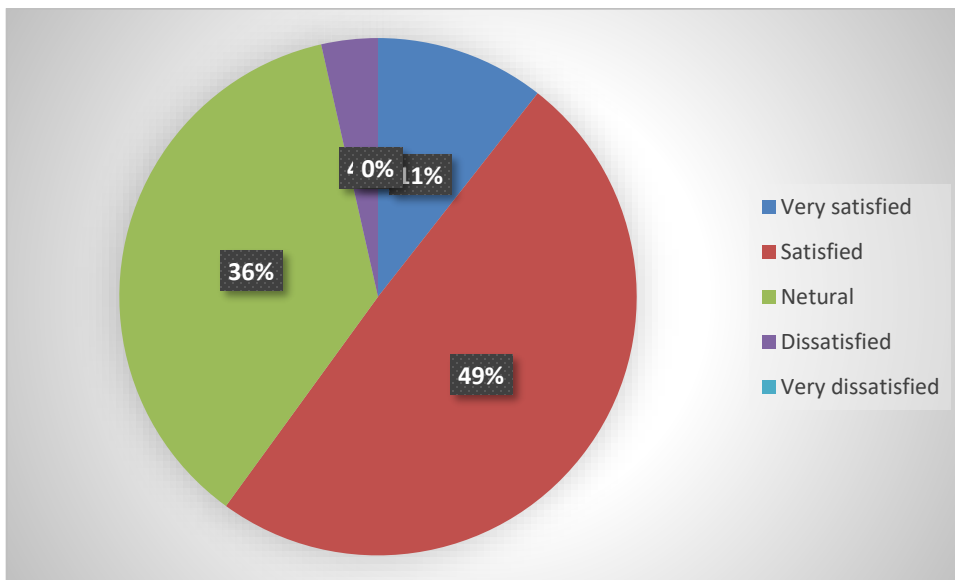
TABLE: 4.7

Table showing the Respondent's Satisfaction level with the current Appraisal System

S. No	Satisfaction level	Number of Respondents	Percentage
1	Very satisfied	9	10.6
2	Satisfied	42	49.4
3	Netural	31	36.5
4	Dissatisfied	3	3.5
5	Very dissatisfied	0	0
Total		85	100

FIGURE NO: 4.7

Figure showing the Respondent's Satisfaction level with current Appraisal System



INTERPREATION

It can be referred that 49.4% of the respondents were strongly satisfied with the statement that the current. Appraisal system. 36.5% of the respondents neutral agree with the statement that the current appraisal system. 10.6% of the respondents have very satisfied with the current appraisal system. 3.5% of the respondents have dissatisfied in the current appraisal system.

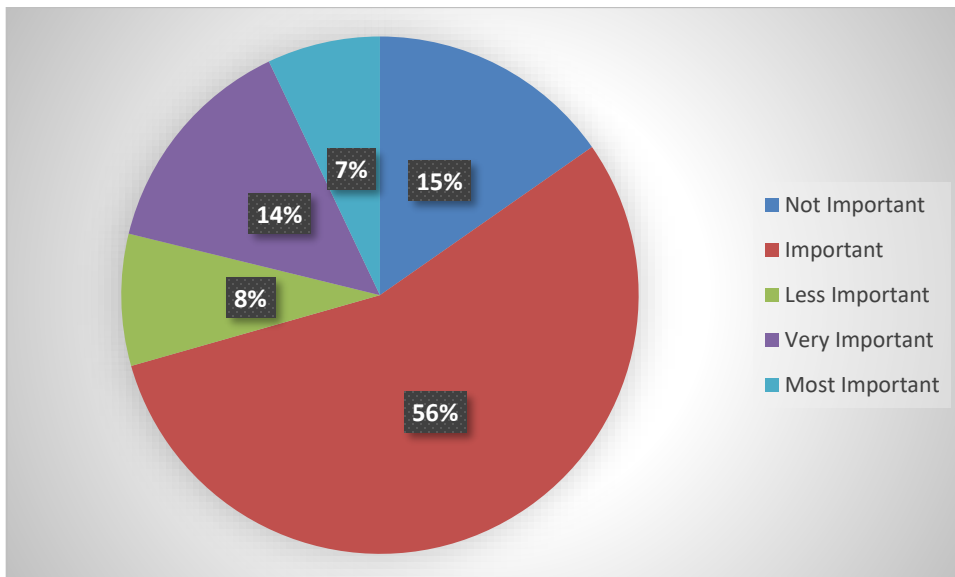
TABLE NO: 4.8

Table showing the Respondent's Performance Appraisal Increase Employee Performance

S. No	Importance	Number of Respondents	Percentage
1	Not Important	13	15.3
2	Important	47	55.3
3	Less Important	7	8.2
4	Very Important	12	14.1
5	Most Important	6	7.1

FIGURE NO: 4.8

Figure showing the Respondent's Performance Appraisal Increase Employee Performance



INTERPRETATION

It can be referred that the majority 55.3% of the respondents have an opinion on the importance of performance appraisal and increase employee performance. 15.3% of the respondents have moderate opinions on whether performance appraisal should be linked to individuals. 14.1% of the respondents have an opinion on the performance appraisal system should be linked to individuals and is highly importance to increase employee performance. 8.2% of the respondents were less important and the balance of 7.1% responded most important.

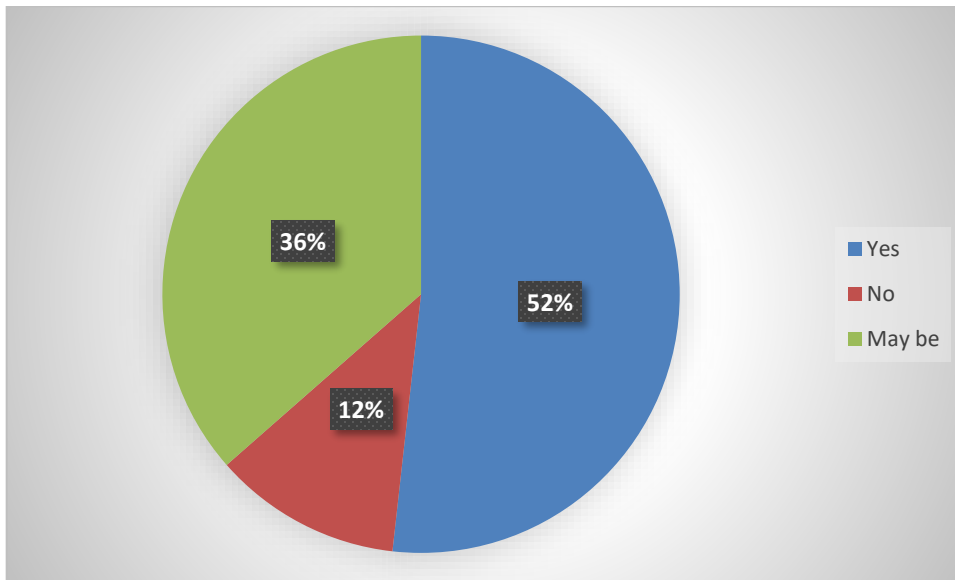
TABLE NO 4.9

Table showing the Respondent's Salary Increment After the Performance Appraisal

S. No	Salary Increment	Number of Respondents	Percentage
1	Yes	44	51.8
2	No	10	11.8
3	May be	31	36.5

FIGURE 4.9

Table showing the Respondent's Salary Increment After the Performance Appraisal



INTERPREATION

It can be referred that the majority 51.8% of the respondents have received a salary increment after the performance appraisal and 11.8% of the respondents didn't receive salary increment after the performance appraisal from the organisation balance 36.5% of people has responded has may be it will be receive salary increment after the performance appraisal.

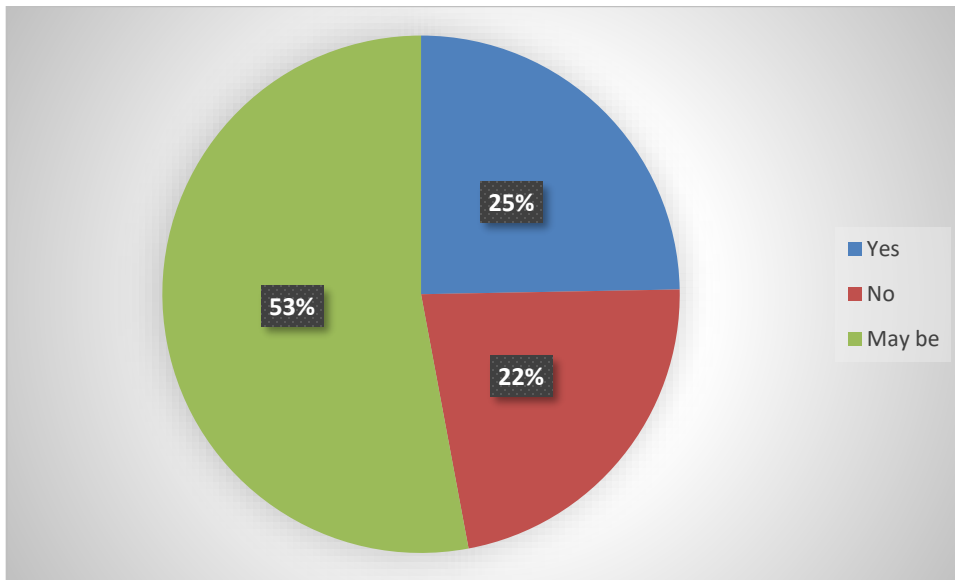
TABLE NO: 4.10

Table showing the Respondent's expected salary Increment after Appraisal

S. No	Expectation	Number of Respondents	Percentage
1	Yes	21	24.7
2	No	19	22.4
3	May be	45	52.9

FIGURE: 4.10

Figure showing the Respondent's expected salary Increment after Appraisal



INTERPREATION

It can be referred to that the majority 52.9% of the respondents maybe expected a salary increment after the appraisal and 24.7% of the respondents didn't expect a salary increment after the appraisal balance 22.4% of people has no salary increment after the appraisal.

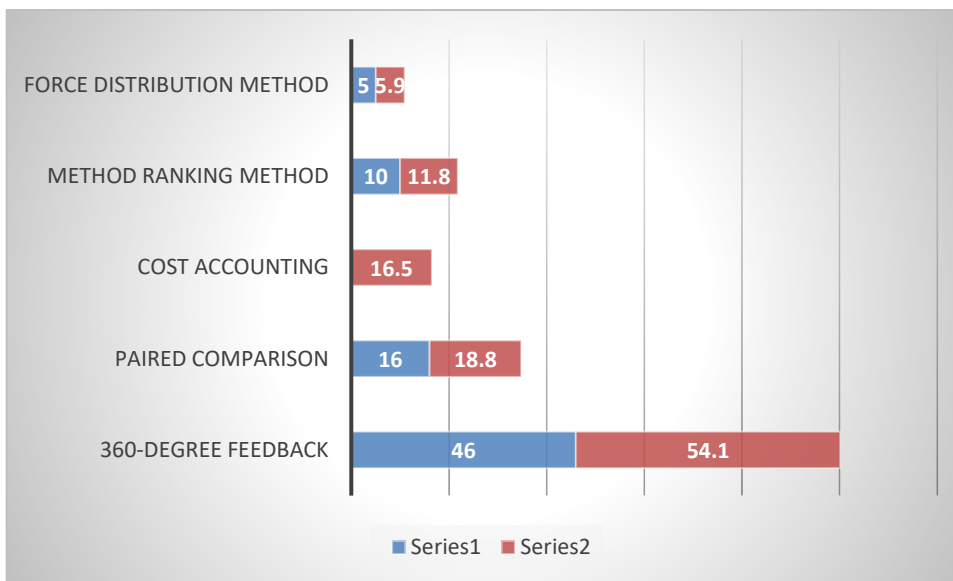
TABLE NO: 4.11

Table showing the Respondent's upraised methods used in your organisation

S. No	Methods	Number of Respondents	Percentage
1	360-Degree Feedback	46	54.1
2	Paired Comparison	16	18.8
3	Cost accounting	14	16.5
4	Method Ranking method	10	11.8
5	Force distribution method	5	5.9

FIGURE: 4.11

Figure showing the Respondent's upraised methods used in your organisation



INTERPREATION

It can be referred that most (54.1%) of the respondents opinion that 360-Degree feedback is the method of performance appraisal the organisation follows. 18.8% of the respondents opinion that paired comparison is the method performance appraisal the organisation follows. 16.5% of the respondent's opinion that cost accounting is the method of performance appraisal the organisation follows. 11.8% of the respondents opinion that the method ranking method is the method performance appraisal does the organisation follows. 5.9% of the respondents opinion that the methods force distribution method of performance appraisal the organisation follows.

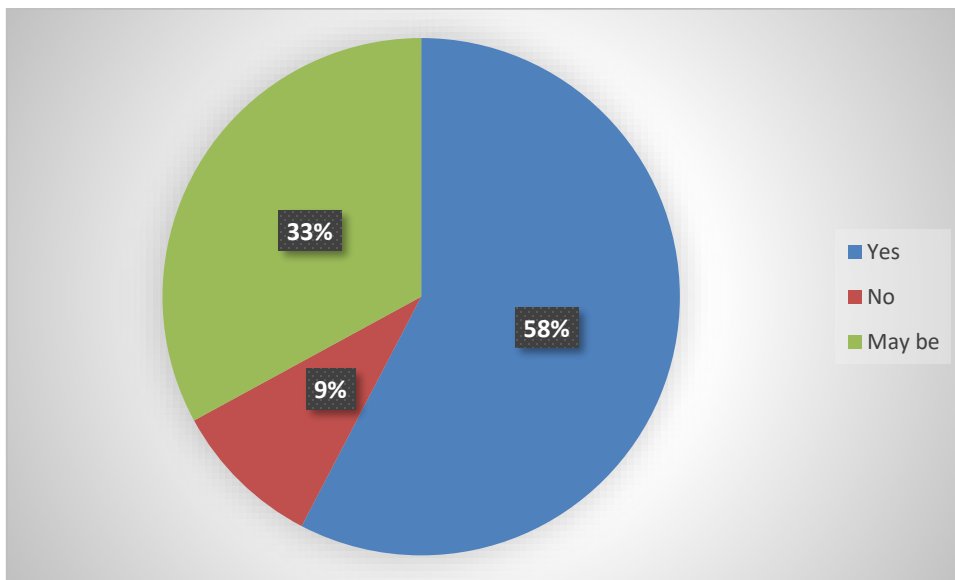
TABLE NO: 4.12

Table showing the Respondent's 360 – degree appraisal followed in your organisation

S. No	Respondents	Number of Respondents	Percentage
1	Yes	49	57.6
2	No	8	9.9
3	May be	28	32.9

FIGURE: 4.12

Figure showing the Respondent's 360 – degree appraisal followed in your organisation



INTERPREATION

It can be referred to that majority 57.6% of the respondents have followed the 360-degree appraisal followed in the organisation and 32.9% of the respondents may be 360-degree appraisal followed in the organisation. Balance 9.4% of people have responded no-360- degree appraisal followed in the organisation.

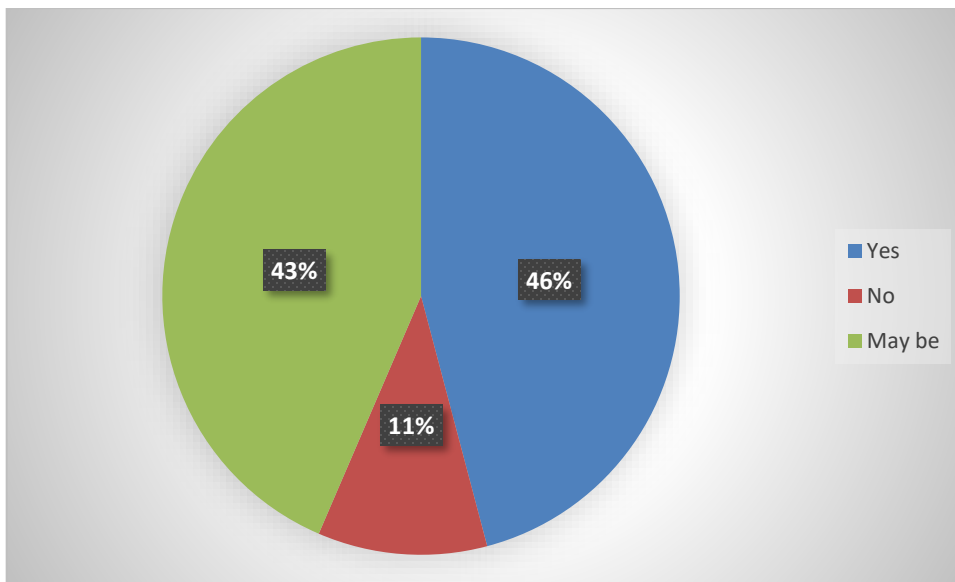
TABLE NO: 4.13

Table showing Respondents promotions strictly based on the performance appraisal process

S. No	Respondent	Number of Respondents	Percentage
1	Yes	39	45.9
2	No	9	10.6
3	May be	37	43.5

FIGURE: 4.13

Figure showing Respondents promotions strictly based on the performance appraisal process



INTERPREATION

It can be referred to that the majority 45.9% of the respondent's promotions are strictly based on the performance appraisal process and 43.5% of the respondent's promotion are may be strictly based on the performance appraisal process followed in the organisation. Balance 10.6% of people have responded dad no promotions strictly based on the performance appraisal process followed in the organisation.

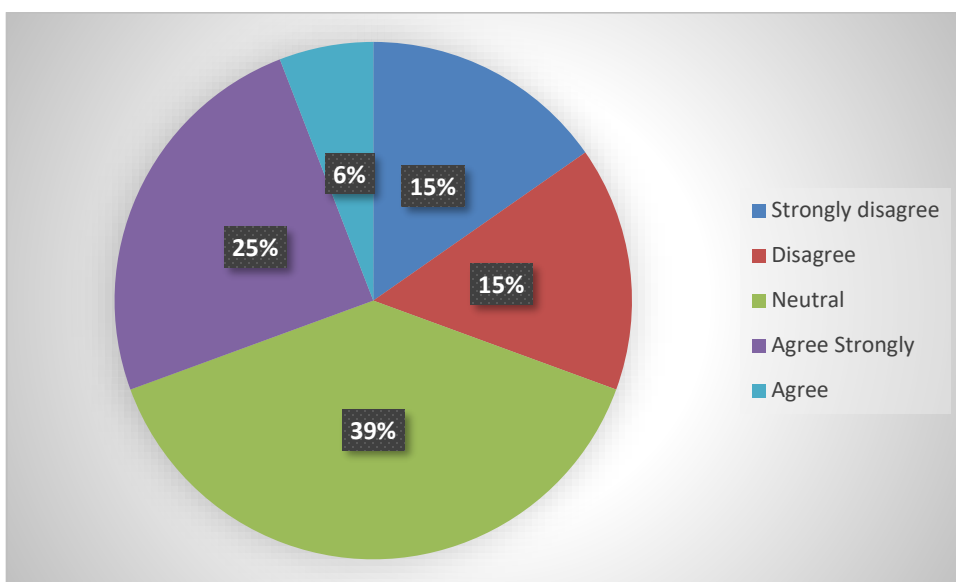
TABLE NO: 4.14

Table showing the Respondent's current performance appraisal system

S No	Respondent	Number of Respondents	Percentage
1	Strongly disagree	13	15.3
2	Disagree	13	15.3
3	Neutral	33	38.8
4	Agree Strongly	21	24.7
5	Agree	5	5.9

FIGURE: 4.14

Figure showing the Respondent's current performance appraisal system



INTERPRETATION

It can be referred that most 38.8% of the respondents have respondents neutral feedback on the current performance appraisal system in an organisation. 24.7% of the respondents have to agree with the current performance appraisal system in an organisation. 15% of the respondents strongly disagree and disagree with the current performance appraisal system in an organisation. 5.9% of the respondents strongly agree with the current performance appraisal system in an organisation.

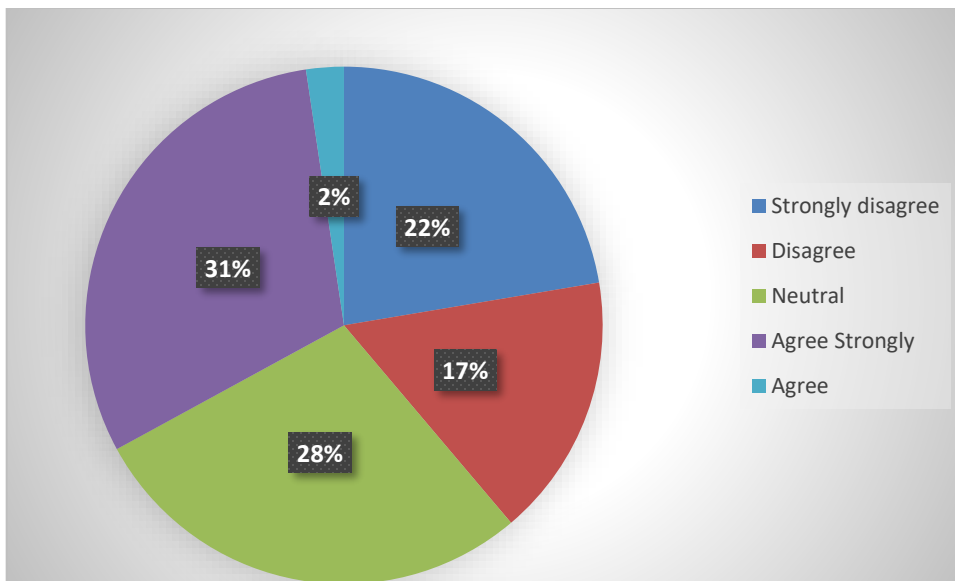
TABLE NO: 4.15

Table showing the Respondents about the Self-Appraisal system

S. No	Respondent	Number of Respondents	Percentage
1	Strongly disagree	19	22.4
2	Disagree	14	16.5
3	Neutral	24	28.2
4	Agree Strongly	26	30.6
5	Agree	2	2.4

FIGURE: 4.15

Figure showing the Respondents about the Self-Appraisal system



INTERPRETION

It can be referred that most 30.6% of the respondents have respondents who agree on self-appraisal system in an organisation. 28.2% of the respondents have neutral agree with on self-appraisal system in an organisation. 22.4% of the respondents strongly disagree with self-appraisal system is on the organisation. 16.5% of the respondents disagree with the current self-appraisal system in an organisation. 2.4% of the respondents strongly agree with the current self-appraisal systems in an organisation.

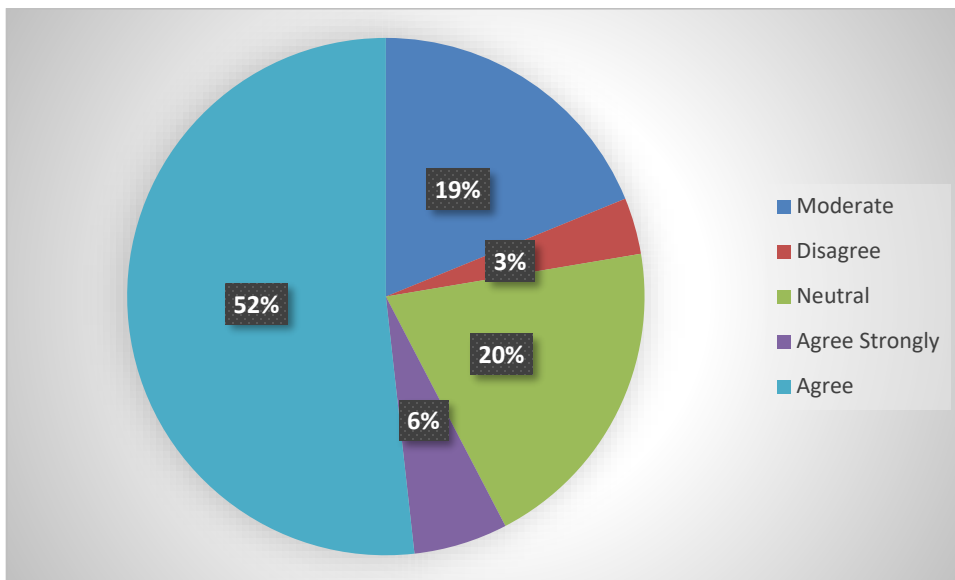
TABLE NO: 4.16

Table showing the Respondents Skill possessed an Appraisal varies as they move from one grade to another

S. No	Respondent	Number of Respondents	Percentage
1	Moderate	16	18.8
2	Disagree	3	3.5
3	Neutral	17	20
4	Agree Strongly	5	5.9
5	Agree	44	51.8

FIGURE NO: 4.16

Figure showing the Respondents Skill possessed an Appraisal varies as they move from one grade to another



INTERPREATION

It can be referred that the majority 51.8% of the respondents have agreed about the skill possessed by an appraiser varies as they move from one grade to another. 20% of the respondents have neutral skills possessed by an appraiser varies as they move from one grade to another. 18.8% of the respondents have moderate skills possessed by an appraiser varies as they move from one grade to another. 5.8% of the respondents have strongly agreed about the skill possessed by an appraiser varies as they move from one grade to another. Balance 3.5% of the respondents have disagreed about the skill .

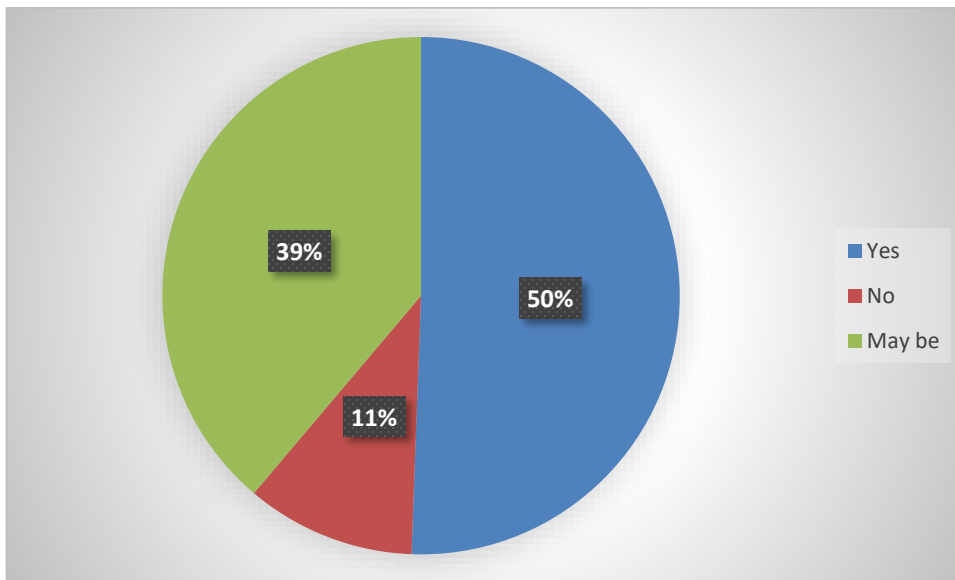
TABLE NO: 4.17

Table showing the Respondents getting regular feedback on your performance from your appraisal

S. No	Responds	Number of Respondents	Percentage
1	Yes	43	50.6
2	No	9	10.6
3	May be	33	38.8

FIGURE NO: 4.17

Table showing the Respondents getting regular feedback on your performance from your appraisal



INTERPREATION

It can be referred to that the majority 50.6% of the respondents get regular feedback on their performance from your appraisal and 38.8% of the respondents maybe getting regular feedback on your performance from your appraisal balance 10.6% of people have responded had no getting regular feedback on your performance from your appraisal.

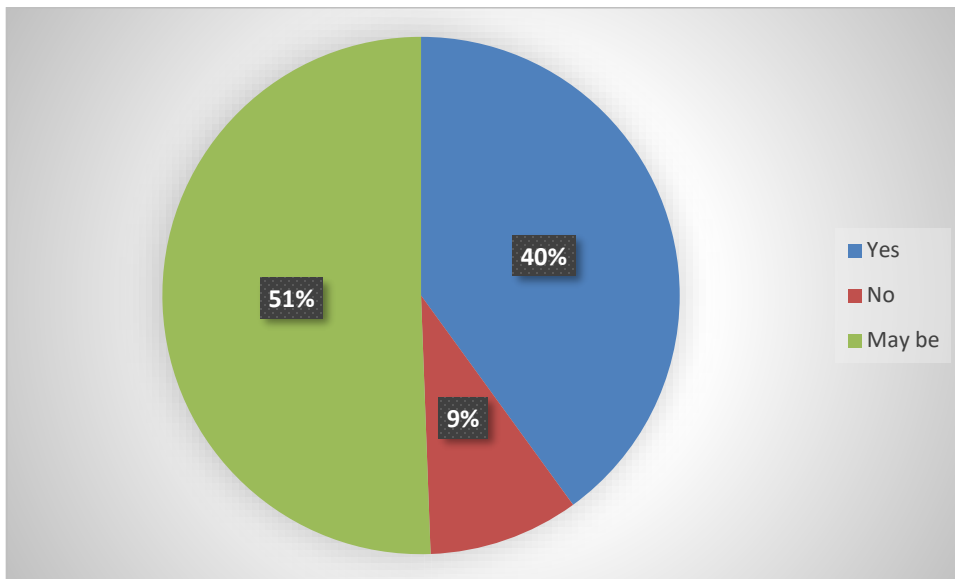
TABLE NO: 4.18

Table showing the Respondent Feedback is beneficial for improving your performance

S. No	Responds	Number of Respondents	Percentage
1	Yes	34	40
2	No	8	9.4
3	May be	43	50.6

FIGURE NO: 4.18

Figure showing the Respondent Feedback is beneficial for improving your performance



INTERPREATION

It can be referred to that the majority 50.6% of the respondents get maybe feedback is beneficial for improving their performance and 40% of the respondents regular getting feedback on your feedback is beneficial for improving their performance balance 9.4% of people responded that had no getting feedback is beneficial for improving your performance.

TABLE NO: 4.19

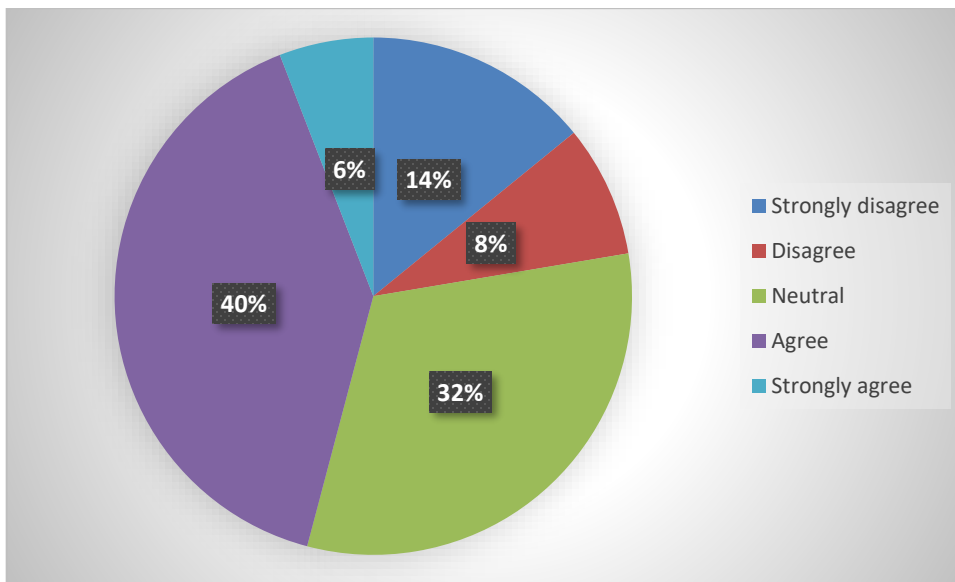
Table showing the Respondents performance appraisal helps the organisation in

achieving go

S. No	Responds	Number of Respondents	Percentage
1	Strongly disagree	12	14.1
2	Disagree	7	8.2
3	Neutral	27	31.8
4	Agree	34	40
5	Strongly agree	5	5.9

FIGURE NO: 4.19

Figure showing the Respondents performance appraisal helps the organisation in achieving goals



INTREPREATION

It can be referred that the majority 40% of the respondents have agreed the respondents performance appraisal helps the organisation to achieve goals. 31.8% of the respondents have neutral about the respondent performance appraisal helps the organisation in achieving goals. 14.1% of the respondents strongly disagree about the respondents performance appraisal helping the organisation in achieving goals. 8.2% of the respondents disagree about the respondent performance appraisal helps the organisation in achieving goals. Balance 5.9% of the respondents have strongly agreed about the respondents performance appraisal helps the organisation in achieving goals.

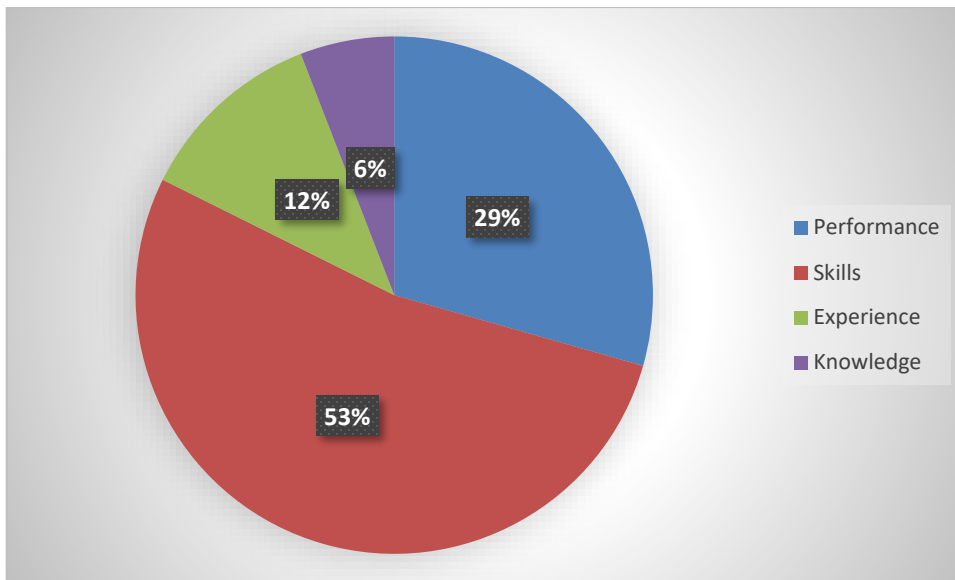
TABLE NO: 4.20

Table showing the Respondent Promotion process in the organisation is based on

S. No	Response	Number of Respondents	Percentage
1	Performance	25	29.4
2	Skills	45	52.9
3	Experience	10	11.8
4	Knowledge	5	5.9

FIGURE NO: 4.20

Table showing the Respondent Promotion process in the organisation is based on



INTERPREATION

It can be referred that the most 52.9% of the respondents agreed promotion in the organisation is based on Skills. 29.4% of the respondents agreed promotion process in the organisation is based on performance. 11.8% of the respondents agreed promotion process in the organisation based on experience. Balance 5.9% of the respondents agreed promotion process in the organisation is based on knowledge.

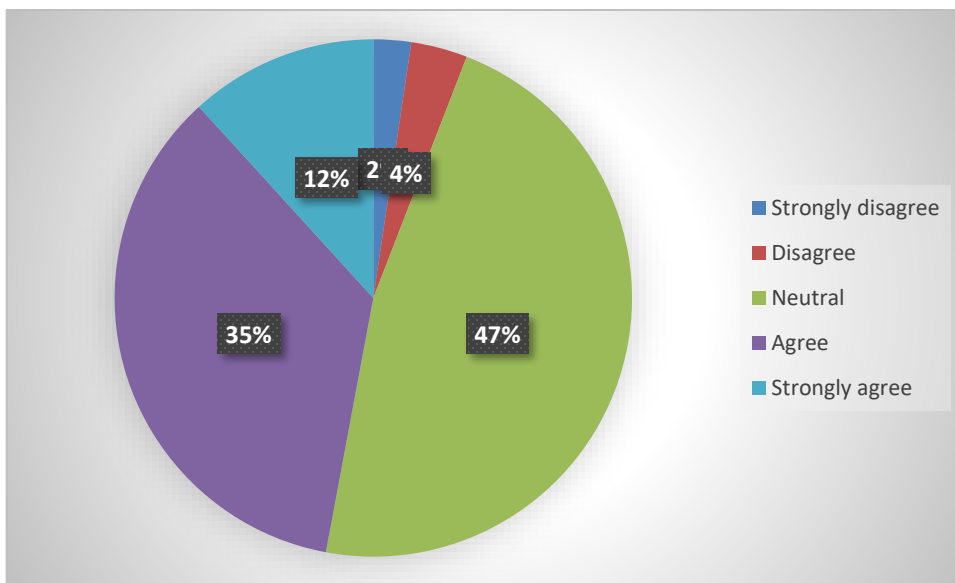
TABLE NO: 4.21

Table showing the respondent's present performance appraisal system is transparent

S. No	Response	Number of Respondents	Percentage
1	Strongly disagree	2	2.4
2	Disagree	3	3.5
3	Neutral	40	47.1
4	Agree	30	35.3
5	Strongly agree	10	11.8

FIGURE NO: 4.21

Figure showing the respondent's present performance appraisal system is transparent



INTERPREATION

It can be referred that the majority 47.1% of the respondents have neutral about the present performance appraisal system is transparent. 35.3% of the respondents have to agree about the present performance appraisal system is transparent. 11.8% of the respondents strongly disagree about the present performance appraisal system is transparent. 3.5% of the respondents disagree about the present performance appraisal system is transparent. Balance 2.4% of the respondents have strongly agreed about the present performance appraisal system is transparent.

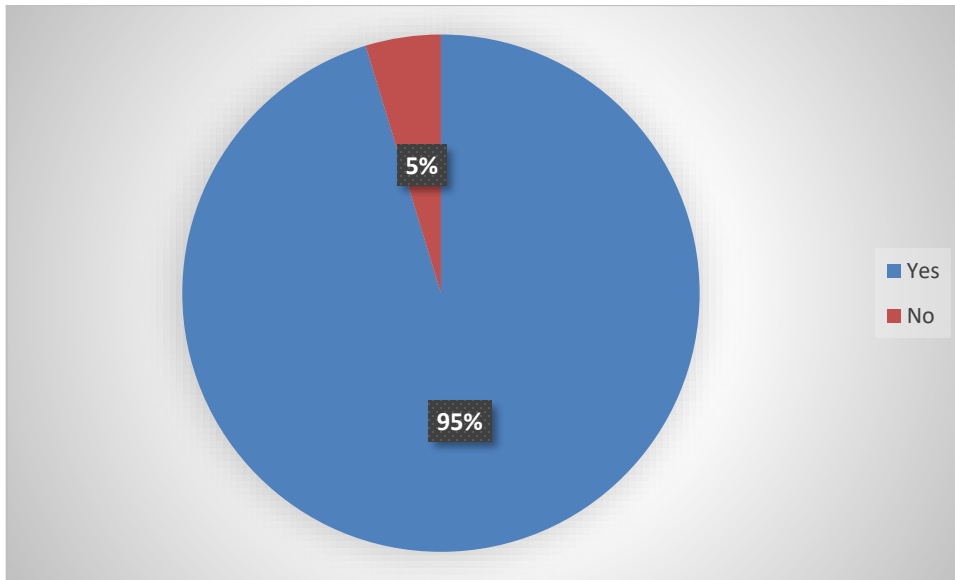
TABLE NO: 4.22

The Table showing the respondent's self-appraisal is available

S. No	Response	Number of Respondents	Percentage
1	Yes	81	95.3
2	No	4	4.7

FIGURE NO: 4.22

The Figure showing the respondent's self-appraisal is available



INTERPREATION

It can be referred that for the majority 95.3% of the respondents, self-appraisal is available in the organisation and 4.7% of the respondents self-appraisal is not available in the organisation.

CHI SQUARE TEST

TABLE NO: 4.3.1

4.23 TABLE SHOWING THE RELATIONSHIP BETWEEN GENDER AND YEARS OF EXPERIENCE

S.NO	RELATIONSHIP BETWEEN GENDER AND YEARS OF EXPERIENCE	0 – 0.5	0.5 - 1	1 - 3	3 - 5	TOTAL
1.	Male	10	13	7	4	34
2.	Female	18	13	15	5	51
	GRAND TOTAL	28	26	22	9	85

AI = 6

Table value = 12.59

The table value of 6 degree of freedom at 0.05 level of significance is 12.59.

M:

To find out the relationship between the age and years of experience

TESTING HYPOTHESIS:

NULL HYPOTHESIS (H₀);

There is no significant relationship between the gender and years of experience.

ALTERNATE HYPOTHESIS (H_a);

There is significant relationship between the age and years of experience.

DEGREE OF FREEDOM:

$$= (C - 1) (R - 1)$$

$$= (4 - 1) (3 - 1)$$

$$= 3*2$$

Therefore $12.59 > 0.877364$

FACTORS	DEGREE OF FREEDOM	TABLE VALUES	CALCULATED VALUES	RELATIONSHIP
Age and years of experience	6	12.59	0.877364	No significance

RESULT:

Null hypothesis accepted because the calculated value is less than the table value so, it is concluded that there is no significant relationship between the gender and years of experience.

4.24 TABLE SHOWING THE RELATIONSHIP BETWEEN THE QUALIFICATION AND PERFORMANCE REVIEW

S.NO	RELATIONSHIP BETWEEN THE EDUCATIONAL QUALIFICATION AND PERFORMANCE REVIEW	EVERY 3 MONTHS	EVERY 6 MONTHS	ONCE A YEAR	NEVER	TOTAL
1.	High School	15	8	10	5	38
2.	Bachelor's Degree	8	6	9	2	23
3.	Master's Degree	1	5	3	2	11
4.	PhD . or higher	7	2	4	-	13
	GRAND TOTAL	31	21	26	9	85

AIM:

The find out the relationship between the educational qualification and the performance review.

TESTING HYPOTHESIS:**NULL HYPOTHESIS (H₀):**

There is no significant relationship between the educational qualification and the performance review.

ALTERNATE HYPOTHESIS (H_a):

There is significant relationship between the educational qualification and the performance review.

$$\text{Chi square test} = \sum (O_{ij} - E_{ij})^2 / E_{ij}$$

O_{ij} – observed frequency

E_{ij} – expected frequency

Calculated value = 0.984148

DEGREE OF FREEDOM:

$$= (C-1) (R-1)$$

$$= (4-1) (4-1)$$

$$= 3*3$$

$$= 9$$

Table value = 16.92

The table value of 8 degree of freedom at 0.05 level of significant is 16.92.

Therefore 16.92 > 0.984148

FACTORS	DEGREE OF FREEDOM	TABLE VALUES	CALCULATED VALUES	RELATIONSHIP
EDUCATIONAL QUALIFICATION AND PERFORMANCE REVIEW	9	16.92	0.984148	NO Significance

RESULT:

Null hypothesis accepted because the calculated value is less than the table value so, it is concluded that there is no significant relationship between the educational qualification and the performance review.

ANALYSIS OF VARIANCE (ANOVA)

TABLE NO: 4.25

Reward system used to motivate employees at overall satisfaction on reward system provided by the organisation

NULL HYPOTHESIS: There is no significant relationship between the reward system used to motive employees and overall satisfaction with the reward system provide by the organisation.

ALTERNATE HYPOTHESIS: There is significant relationship between the reward system used to motive employees and overall satisfaction with the reward system provide by the organisation.

ANOVA

Satisfaction with reward system

ANOVA Summary					
Source	Degree of Freedom	Sum of Squares	Mean Squares	F-Stat	P-Value
Between Group	1	0	0	0	1
Within Group	8	1728.001	216.0001		
Total	9	1728.001			

CHAPTER - V

FINDINGS SUGGESTION AND CONCLUSION

5.1 FINDINGS

- ❖ The Majority 60% of the respondents are Male.
- ❖ The Majority 63.5% of the respondents have UG as their Educational the Majority Qualification.
- ❖ The Majority 42.4% of the respondents have a 25000 to 50000 annual Household income.
- ❖ The Majority 57.6% of the respondents Speak Tamil.
- ❖ The Majority 34.1% of the respondents have 2 to 3 years of experience.
- ❖ The Majority 49.4% of the respondents have conducted performance appraisals once a year.
- ❖ The Majority 49.4% of the respondents were strongly Satisfied with the statement that the current appraisal system.
- ❖ The Majority 55.3% of the respondents have an opinion on the importance of performance appraisal and increase Employee performance.
- ❖ The Majority 51.8% of the respondents have received a salary increment after the performance appraisal.
- ❖ The Majority 52.9% of the respondents maybe expected a salary increment after the appraisal.
- ❖ The Majority 54.1% of the respondents opinion that 360-degree feedback is the method of performance appraisal the organisation follows.
- ❖ The Majority 57.6% of the respondents have followed the 360-degree appraisal followed in the organisation.
- ❖ The Majority 45.9% of the respondent's promotions are strictly based on the performance appraisal process.

- ❖ The Majority 38.8% of the respondents have respondents neutral feedback on the current performance appraisal system in an organisation.
- ❖ The Majority 30.6% of the respondents have respondents who agree on self-appraisal system in an organisation.
- ❖ The Majority 51.8% of the respondents have agreed about the skill possessed by an appraiser varies as they move one from one grade to another.
- ❖ The Majority 50.6% of the respondent get regular feedback on their performance from your appraisal.
- ❖ The Majority 50.6% of the respondent get maybe feedback is beneficial for improving their performance.
- ❖ The Majority 40% of the respondents have agreed about the respondent performance appraisal helps the organisation to achieve goals.
- ❖ The Majority 52.9% of the respondents agreed promotion process in the organisation is based on skills.
- ❖ The Majority 47.1% of the respondents have neutral about present performance appraisal system is transparent.
- ❖ The Majority 95.3% of the respondents self-appraisal is available in the organisation.

5.2 SUGGESTIONS

- The first aim of that study concerns the analysis of the type of performance appraisal techniques and motivation and their effectiveness. From the interview conducted with the organisation's HR manager, several performance analysis systems are used. These include the multi-rater/360 degree system, behavioural anchored rating scale and graphical rating scale.
- In the study's investigation into the ways in which performance appraisal influences employee motivation. Five main ways were in this context identified. They include the linking of PA to rewards and incentives; use of PA to assess employee ability to meet set objectives use of job description as performance benchmarks use of PA to help identify employee's strength and weaknesses and use of PA as a promotional tool. Based on data analysis, each of these uses of performance appraisal contributes positively to employee motivation.
- Performance appraisal system should be designed in such a way that they create perceptions of fair treatment relative to other employee as well as the employee's own expectations. This can contribute significantly towards positive attitudes, which have been shown in this study to be a significant determinant of employee's level of motivation and consequently work performance. The study also shows that employees differ in their preference for rewards following a performance appraisal.
- Organisation should therefore adapt a more personal approach in linking performance appraisal results to rewards and incentives. This could contribute significantly towards boosting.

5.3CONCLUSION

The study is concluded that the performance appraisal system in company is effective but there exist certain criteria like seniority merits. Potentials of the employees that are too considered for effective functions. Based on the findings of the study some valuable suggestions have been offered. It is hoped that the findings and suggestions will be useful in improving the existing employee performance annual appraisal system.

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WEBSITES

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- WWW.indeed.com
- WWW.sivalaya.com

APPENDIX

1. Name

2. Gender

A. Male

B. Female

3. Education you have completed

A. High School

C. Master's Degree

B. Bachelor's Degree

D. PhD . or higher

E. Prefer not to say

4. Annual household income

A. Less than RS25,000

C. RS50,000 – RS100,000

B. RS25,000 – 50,000

D. RS100,000 RS200,000

5. Which languages are you capable of speaking fluently

A. Tamil

C. Malayalam

B. English

D. French

E. Other

6. How many years of experience do you have in this company

A. 0 – 0.5

C. 1 - 3

B. 0.5 – 1

D. 3 – 5

7. According to you, how often should be the performance Review take place

A. Every 3 months

C. Once a Year

B. Every 6 months

D. Never

8. What is your Satisfaction level with the current Appraisal System

A. Highly satisfied

C. Moderate

B. Satisfied

D. Very important

E. Highly dissatisfied

9. How important do you feel that performance Appraisal Increase employee Performance

A. Not Important

C. Important

B. Less Important

D. Very Important

10. Are you getting Salary the Increment after the Performance Appraisal

- A. YES B. NO

11. Do you expect any Salary Increment after Appraisal

- A. YES B. NO

12. Which appraised methods using in your organisation

- A. 360-Degree Feedback C. Paired Comparison
B. Ranking Method D. Force distribution
E. Cost accounting Method

13. Is 360-Degree Appraisal followed in your organisation

- A. YES B. NO

14. Did the promotions strictly based on the Performance Appraisal System

- A. YES B. NO

15. Are you Agree with the current Performance Appraisal System

- A. YES B. NO

16. Self Appraisal System proves to be effective while appraising the Appraisal

- A. Agree C. Partially agree
B. Neutral D. Disagree
E. Strongly agree

17. Skill possessed an Appraiser varies as they move from one grade to another

- A. Strongly agree C. Neutral
B. Agree D. Disagree
E. Strongly disagree

18. Are you getting regular Feedback on your Performance from your Appraisal

- A. YES B. NO

19. Feedback is beneficial for improving your Performance

- A. Agree C. Partially agree
B. Neutral D. Disagree
E. Strongly agree

20. Performance Appraisal helps the organisation in achieving goals

- A. YES B. NO

21. Promotion process in the organisation is based on

- A. Performance
- B. Experience
- C. Skills
- D. Knowledge
- E. Both (a) and (b)

22. The Present Performance Appraisal System is transparent

- A. Agree
- B. Neutral
- C. Partially agree
- D. Disagree
- E. Strongly agree

23. What is your opinion on the of relevance the “Performance Appraisal” system

- A. Deciding on Promotion
- B. Deciding incentives
- C. Training & development
- D. None of these

24. Self – Appraisal is Available

- A. YES
- B. NO

