



e-ISSN:2582-7219



INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH IN SCIENCE, ENGINEERING AND TECHNOLOGY

Volume 7, Issue 6, June 2024



INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA

Impact Factor: 7.521



6381 907 438



6381 907 438



ijmrset@gmail.com



www.ijmrset.com



An Organization Study on Effectiveness of Performance Appraisal with Special Reference to Myk Laticrete India Pvt Ltd, Perundurai

DR. K. PARTHIBAN, K. LOGESHWARI

Associate Professor, Department of Management, Nandha Engineering College (Autonomous), Erode,
Tamilnadu, India

Second MBA, Department of Management Studies, Nandha Engineering College, (Autonomous), Erode,
Tamilnadu, India

ABSTRACT: An essential part of human resource management is performance appraisal which assesses and enhances worker performance in businesses. The purpose of this study is to determine how well performance appraisal systems may improve worker productivity, job satisfaction, and overall organizational performance. To determine their advantages and disadvantages these are examined. The success of performance appraisal systems is also influenced by a number of elements such as corporate culture and manager-employee communication. The study's conclusions advance knowledge of how to best utilize performance review procedures in order to get intended results and raise overall organizational effectiveness. A systematic questionnaire was used to obtain primary data. Secondary data was gathered from the internet and literature. This study used a descriptive research design for its research methodology. The method of simple random sampling was used.

I. INTRODUCTION

An employee's work performance is assessed, feedback is given and goals for future development are created during a performance evaluation which is a crucial component of human resource management. Because performance appraisal systems have a big influence on employee motivation, work satisfaction and overall organizational performance that has drawn attention from both scholars and corporations. In the contemporary business landscape characterized by rapidity, competition and enterprises are perpetually exploring methods to enhance their efficacy and secure a competitive advantage. Organizations can accomplish this goal through strengthening employee skills, recognizing areas of strength, weakness and coordinating individual goals with organizational objectives with the aid of effective performance appraisal systems. Performance appraisal has drawn criticism for its biases and limitations despite its significance. Some contend that conventional methods of performance evaluation.

STATEMENT OF THE PROBLEM

The purpose of performance appraisals is to promote objectives, enhance employee performance, and give feedback. But there are issues that could compromise their efficacy, like subjectivity, bias, a lack of openness, and insufficient staff involvement. The purpose of this study is to investigate, define, and assess these variables together with their implications for the general efficacy of performance appraisal systems in raising worker performance in "MYK Laticrete." Employees currently work in target-oriented positions, and poor departmental collaboration results in inefficient performance appraisal procedures. Therefore, this study was conducted in order to use performance appraisals to address employee concerns.

II. OBJECTIVES OF THE STUDY

- To Assess the Satisfaction level of the Employees towards Performance Appraisal System
- To Identify the Barriers or Challenges Hindering the Effectiveness of performance Appraisals
- To Offer the ways and means for improvement of performance Appraisal to meet the Organization goals and Employee needs.



III.LITERATURE REVIEW

R. DHANYA AND R. THANGA PRASHATH (2020) A study conducted by Tiruchirappalli Corporation on the impact of performance appraisals on employee retention and engagement in the healthcare sector. The effect of performance reviews on worker engagement and retention in the healthcare industry is investigated in this study.

M. Z. IQBAL, S AKBAR & P. BUDHAWAR (2015) It was examined how performance appraisal methods and their packages function as administrative management instruments for achieving or carrying out organizational goals and efficiency. It is beneficial to conduct performance reviews in order to enhance employee performance and even accomplish company goals.

DAVID E. GUEST (2011) Investigated the use of performance appraisal software. As an administrative control mechanism to achieve hierarchical goals is complex with the goal of improving corporate results. Additionally, it provides an explanation of the many plans and justifications available for performance reviews.

IV.RESEARCH METHODOLOGY

Descriptive research is the research design that was modified for this study. The technique of assessing an employee's job performance is described in the study. The survey uses simple random sampling to choose respondents from within the organization. The company's employees are included in the study's population. Primary and secondary sources are used to gather data for the study. In this study, the statistical tools employed were Chi – Square, Anova and Correlation.

CHI – SQUARE ANALYSIS:

GENDER AND ALIGNMENT WITH CAREER GOALS AND OBJECTIVES

NULL HYPOTHESIS

Ho: There is no significance relationship between Gender and Performance Appraisal Align with Career goals and objectives.

ALTERNATIVE HYPOTHESIS

H1: There is Significance relationship between Gender and Performance Appraisal Align with career goals and objectives.

CASE PROCESSING SUMMARY						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Gender * Does performance appraisal align with your career goals and objectives?	150	100%	0	0.0%	150	100%

Gender * Performance Appraisal align with career goals and objectives cross tabulation

		Agree	Disagree	Neither agree nor disagree	Strongly agree	Strongly disagree	Total
Gender	Male	9	9	1	6	8	33
	Female	30	32	11	30	14	117
Total		39	41	12	36	22	150



Chi – Square Tests			
	Value	df	Asymptotic significance (2sided)
Pearson Chi – Square	4.574	4	.334
Likelihood Ratio	4.615	4	.329
N of Valid cases	150		
2 cells (20.0%) have expected count less than 5. The minimum expected count is 2.64			

INTERPRETATION:

The analysis reveals that the p value is .334, over the significance level of 0.05. As a result, the null hypothesis (Ho) is chosen and the alternative hypothesis (H1) is rejected. Therefore, the association between gender and performance appraisal alignment with goals and objectives is not significant.

ANOVA:

ANOVA FOR QUALIFICATION AND SATISFACTION WITH CAREER DEVELOPMENT OPPORTUNITIES DISCUSSION DURING PERFORMANCE APPRAISAL

NULL HYPOTHESIS:

Ho: There is no significance Relationship between Qualification and satisfaction on Career development discussion during performance Appraisal.

ALTERNATIVE HYPOTHESIS:

H1: There is significance Relationship between Qualification and satisfaction on Career development discussion during performance Appraisal.

	Sum of squares	df	Mean Square	F	Sig.
Between Groups	13.466	4	3.367	1.347	.255
Within Groups	362.407	145	2.499		
Total	375.873	149			

INTERPRETATION:

The study shows that the p value is 0.255 more than 0.05. The null hypothesis (Ho) is accepted while the alternative hypothesis (H1) is rejected. Therefore, there is no meaningful correlation between the career development conversation at a performance appraisal and satisfaction with qualifications.



**CORRELATION ANALYSIS:
RELATIONSHIP BETWEEN AGE AND PROBLEMS FACED BY THEEMPLOYEES DURING
PERFORMANCE APPRAISAL**

CORRELATIONS			
		Age	What was the problem facedby you during performance appraisal?
Age	Pearson Correlation	1	-.032
	Sig (2 – tailed)		.695
	N	150	150
What was the problem faced by you during performance appraisal?	Pearson correlation	-.032	1
	Sig (2 – tailed)	.695	
	N	150	150

INTERPRETATION:

The analysis indicates that the correlation value is negative, at -.032. Therefore, there is a negative correlation between employee problems during performance reviews and age.

V. CONCLUSION

The effectiveness of performance appraisal at MYK Laticrete India Private Ltd. has been the focus of the study. Performance appraisals are a crucial tool for assessing and enhancing worker performance, but their efficacy is dependent on a number of variables, including consistent feedback, alignment with organizational objectives, and an emphasis on the personal development of employees. The organization may establish a fair, transparent, and efficient performance evaluation process that promotes employee engagement and motivation by implementing best practices including continuous feedback, objective performance indicators, and AI-powered performance management systems. It is evident that most employees' job duties might not be aligned correctly. This study indicates that employees' performance and productivity are improved when suggestions are implemented effectively.

REFERENCES

1. Performance Appraisal and Management, T.T. Ramachandra Rao (2018), 1st ed., pp. 10–25
2. Swanson (2020), "Supervisors' Guide to the Performance Appraisal Handbook: First Edition" pages 50–60
3. Journal of Business and Management, Volume: 22(2), pages 1–15, R.K. Singh (2020), Effectiveness of Performance Appraisal systems: A comparative study of public and private organizations
4. "Multiple Criteria Decision Analysis Method, Edition 2," Abteen Ijadi Maghsoodi (2018), pp. 78–85.



INTERNATIONAL
STANDARD
SERIAL
NUMBER
INDIA



INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH IN SCIENCE, ENGINEERING AND TECHNOLOGY

| Mobile No: +91-6381907438 | Whatsapp: +91-6381907438 | ijmrset@gmail.com |

www.ijmrset.com