



# A Study on Performance Appraisal among the Employees with Special Reference to Amirthaa Dairy Private Limited, Erode

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**ABSTRACT :** The study entitled "A Study on Performance Appraisal among the employees, Erode. Its primary goal is to examine the employee performance management system and determine whether it meets the goals of the organisation. Employees who are employed in Erode are included in the population. Utilising a straightforward random sampling technique, the researcher selected 150 participants from the company's entire population. The analysed data were used to make an interpretation.

## I. INTRODUCTION

The step where management determines how successful it has been at hiring and placing personnel is performance appraisal. If issues are found, actions are taken to communicate with the employee about them and fix them. Another definition of performance appraisal is "the process of evaluating the performance and qualifications of employees in terms of the requirements of the job for which he is employed, for purposes of administration, including placement, selection for promotions, providing financial rewards, and providing other actions which require differential treatment among the members of a group as distinguished from actions affecting all members equally."

## II. STATEMENT OF THE PROBLEM

1. Employee performance has traditionally been accorded prime focus by human resource managers.
2. As a result, a number of performance appraisal techniques have over time been devised to help establish employee's performance.
3. In the contemporary times, the use of performance appraisal has been extended beyond rating of the employee's performance to aspects such as motivation.

## III. OBJECTIVES OF THE STUDY

1. To analyse the satisfaction level of employees regarding the present performance appraisal system
2. To identify increment rewards and to provide reliable index for promotions and transfers to positions of greater responsibility
3. To determine the factors in evaluating the present performance appraisal system

## IV. SCOPE OF THE STUDY

1. It helps each employee understand more about their role and become clear about their functions.
2. It helps to be instrumental in helping employees to better understand their strengths and weakness with respect to their role and functions in the organization
3. It helps in identifying the development needs of employees, given their role and function

## V. LIMITATIONS OF THE STUDY

1. This study was undertaken only on Employee's performance and it does not cover any other problem.
2. The research work was done at Amirthaa Dairy Private Limited and is not generalized to any other industry.



## VI. REVIEW OF LITERATURE

1. **WORK STRESS CREATION** 1. Ilgen, Barnes-Farrell, and McKellin, (2020) concluded, from their extensive review of the literature since the 1980s about performance appraisal, that there are four aspects that need to be considered.
2. Donald L. Caruth (2019) has discussed that the purpose of this paper is to demonstrate the need for and propose a more aligned and integrated standard for performance evaluation to enhance effective strategic control.
3. Miss Neeraj Behera, (2018), One of the greatest challenges for today's managers lies in building a workplace that employees want to remain with and outsiders want to be hired into.

## VII. RESEARCH METHODOLOGY

The method used to answer the research question is the main topic of this chapter. It gives information about the problem statement, the need for the study, the study's goals, the study's hypotheses, its limitations, the research design, the sampling strategy used, the tools for acquiring data, and the statistical methods used.

### 7.1 HYPOTHESES OF THE STUDY

Often, the primary tool used in research is the hypothesis. A hypothesis is merely an assertion or a conjecture that has to be supported or refuted. As an explanation for the occurrence of a certain group of occurrences, a hypothesis may be defined as a proposition or set of propositions, either claimed just as a provisional conjecture to direct some inquiry or acknowledged as highly probable in light of proven evidence. The hypothesis outlines what we are seeking and is a notion that may be tested to ascertain its veracity.

### 7.2 METHODOLOGY

The researcher employed descriptive research methodology for this investigation. The goal of descriptive research projects is to describe the traits of a particular person or group. In addition to its common use as conductive studies, descriptive research studies are often utilised for preliminary and exploratory studies. An initial hypothesis is frequently used to lead descriptive research. In a descriptive study, the researcher must be able to describe the outcome explicitly and find appropriate ways to assess it.

### 7.3 SAMPLING METHOD

As all components have an equal chance of being included in the sample, probability sampling is regarded as the ideal technique because it produces results with a higher level of validity and dependability. As age, occupation, income, and gender can all be correlated with the variables being examined, the researcher can characteristic or categorize the population from the outset.

## VIII. DATA COLLECTION

Data collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research question, test hypothesis and evaluate outcomes.

### 8.1 Primary data:

Primary data means original data that has been collected specially for the purpose in mind. It means someone collected the data from the original source first hand. Data collected this way is called primary data. These people are acting as a witness so primary data is only considered as reliable as the people who gathered it.

### 8.2 Secondary Data :

Secondary data means data that is already available i.e., they refer to data, which has already been collected and analyzed by someone else. When a secondary data is used, the researcher has to look into various sources from where he can obtain data. This includes information from various books, periodicals, magazines etc.

### 8.3 SIZE OF THE SAMPLE

The size of the sample is 150

### 8.4 TOOLS USED

- ✓ Simple Percentage
- ✓ Chi-Square test



✓ Henry garretts ranking

## IX.DATA ANALYSIS AND INTERPRETATIONS

It is an process of manipulating and summarizing of data.

### 9.1 SIMPLE PERCENTAGE

TABLE NO. 01

Source: Primary Data

S.No.	Particulars	No. Of respondents	Percentage
1	Individually	53	35.3
2	In team	54	35.4
3	Both	43	29.3
	Total	150	100

## INFERENCE

It is inferred from the above table that 35.3% of the respondents choose individually, 35.4% of the respondents choose In team, 29.3% of the respondents choose Both. It is found from the analysis that the majority (35.4%) of the respondents choose In team.

### 9.2 CHI-SQUARE TEST

With a view to find the degree of association between monthly income and employee occupational towards the working condition, the two-way table was prepared and it is illustrated below.

#### NULL HYPOTHESIS( $H_0$ ):

There is no significant relationship between monthly income opinion

#### ALTERNATIVE HYPOTHESIS( $H_1$ ):

There is a close significant relationship between Monthly income of the respondents and opinion Towards the statement 'I receive positive and friendly approach when my performance appraisal'

Factor	Calculated Value	Table Value	Degrees of Freedom	Remarks
Age	16.007	21.026	12	Accepted

**INTERPRETATION :** The above table shows that the table value is more than the calculated value at 5% level of significance is 21.026. Therefore, the null hypothesis is accepted. Hence, there is no significant relationship between monthly income and the employee occupational performance towards working condition.

**9.2 HENRY GARRETT RANKING METHOD :****RANK THE IMPORTANT FACTORS IN EVALUATING THE PRESENT PERFORMANCE APPRAISAL METHOD**

S.NO	FACTORS	WEIGHTED SCORE	RANK
1	CREATIVITY	575	I
2	LEADERSHIP	368	IV
3	KNOWLEDGE	463	III
4	COMMUNICATION SKILL	346	V
5	GROWTH AND DEVELOPMENT	503	II

**INTERPRETATION:**

It is stated from the above table that major factors of present performance appraisal system as 'Creativity' which ranked first with the weighted score of 575 point. It followed by thesecondrank assigned to 'Growth and Development' with the weighted score of 502 point. The third rank assigned to 'Knowledge' with the weighted score of 463 Points respectively. The fourth rank assigned to 'Leadership' with the weighted score of 368 points. The last rank assigned to 'Communication skills' with the weighted score of 346 Points respectively. It is found from the analysis the majority of the respondent's factors of Performance appraisal as 'Creativity' and 'Growth and Development'.

**FINDINGS:**

**PERCENTAGE ANALYSIS :** This study shows 35.4% of the respondents prefer working in team

**CHI-SQUARE TEST :** It is obtained from the above analysis that the calculated chi-square value is lesser Than the Table value. So, Null hypothesis is accepted. Hence, there is no significant Relationship between monthly income of the respondents and opinion towards I receive positive and Friendly approach when my performance Appraisal'.

**HENRY GARRETT RANKING METHOD :** It is found from the analysis the majority of the respondent's factors of Performance appraisal given as ranking by 'Creativity' has first rank and 'Growth and Development' has second rank

**X.SUGGESTIONS**

1. The employees can be aware of 360-degree appraisal and the organization. The manager can follow this to motivate the employees.
2. The Performance Appraisal can be assisted effectively to the employees as it recognizes the competence and potential of the employees.
3. As The Performance Appraisal is helpful to the employees by the assignment of superior's task by training & development which can be more effective than the other employees will also be attracted.
4. Performance appraisal is purely based on appraisal system and the rating helps to fix Increment for workers make them retained in the organization.
5. During the appraisal period provide a good communication between top management and business goals to staff so that the desired target of the organization can be achieved through performance appraisal.

**XI.CONCLUSION**

Every organization's most important resource is its human capital. Currently, every employee in an organisation boosts its production and reputation. Being a unique person, an employee is valued as an asset by the company. Therefore, the organisation should put a focus on its development programme and performance appraisal methods. both the appraiser and the organization's appraisal. The organisation uses a fair method of performance evaluation. Employee satisfaction with the current, conventional system of performance evaluation is high.. The



organization's welfare measure is a component of its corporate policy, and it has greatly increased the employees' sense of involvement in their work.

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