



# INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH

IN SCIENCE, ENGINEERING, TECHNOLOGY AND MANAGEMENT

Volume 10, Issue 5, May 2023



INTERNATIONAL  
STANDARD  
SERIAL  
NUMBER  
INDIA

**Impact Factor: 7.580**



+91 99405 72462



+9163819 07438



ijmrsetm@gmail.com



www.ijmrsetm.com



# An Empirical Study on 360 Degree Performance Appraisal Special Reference to Erode

Dr. K. PARTHIBAN, T. DHANESH

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

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

**ABSTRACT:** Worker 360 degree One of the key indicators of office life is the performance review process. Organizations make sure that workers are not exposed to levels of risk that could harm their bodily, emotional, or mental health. Additionally, organizations do not permit any activity on their property that could interfere with employees' ability to accomplish their jobs. Employees receive the necessary training on their jobs as well as all safety precautions that may be taken to reduce workplace mishaps. measures to improve worker skill through performance appraisal. The many welfare and safety measures offered by the business will have a direct impact on the worker's health, physical and mental efficiency alertness, morale, and general proficiency, which will lead to higher production.

## I. INTRODUCTION

Construction labour is regarded as the foundation of human civilization and is essential to the growth of any modern economy. The degree of building consumption per capita is seen as a key indicator of a nation's socioeconomic development and living standards. It is a byproduct of a sizable, technologically advanced sector with robust forward and backward connections for material flows and revenue production.

## II. STATEMENT OF THE PROBLEM

Employee performance appraisals are actions made by any manufacturing company to improve the quality of life for its staff members and help the business expand and produce more. The evaluation of an employee's performance takes into account a variety of factors, including skill level, attendance, experience, commitment, and compliance, among others.

## III. OBJECTIVE

- To study about the various factors influencing performance appraisal by the company.
- To analyze the effectiveness of 360-degree performance appraisal adopted by the company.
- To suggest the company for effective utilization of 360-degree performance appraisal measures.

## IV. SCOPE OF THE STUDY

- This study helps to find out the difficulties in performance appraisal measures
- Through this study company can be able to know the satisfaction level of employee on performance appraisal measures



- This study will help to suggest the suitable measures to the management to adopt effective implementation performance appraisal system.

## V. LIMITATION OF THE STUDY

- Many Respondents neglected to respond to the Survey in their Busy Schedule.
- The study was conducted among employees who working in production department, the time to take survey was taken during only before shift staring or end of the shift. So employees don't fill the questionnaire with involvement.

## VI. LITERATURE REVIEW

- **Dr.G. Yoga Nandan and G. Sivasamy (2015)** in his article "Performance Appraisal Measures in Chettinad Cement Corporation Limited, Karur" says that labor welfare is an essential part of social welfare and it aimed at finding out the views and awareness workers on Performance Appraisal measures in Chettinad Cement Corporation Limited, Karur. The author suggested to control air pollution by planting trees and to concentrate in the working conditions like lightning, safety equipment's which is not up to the mark.
- **Ezekiel M. Makori(Makori, Nandi, Thuo & Wanyonyi, 2012)**, on "Influence of Occupational Performance Appraisal Programmers on Performance of Manufacturing Firms in Western Province, Kenya" stated that occupational Performance Appraisal continues to be one of the most critical of human resource management. The study findings
- showed a moderate positive relationship between occupational Performance Appraisal programmes (OHSP) and organizational performance of manufacturing firms. Management of firms must put in place policies and structures for improving occupational Performance Appraisal.
- In his study (**Chandra Sekhar Patro, 2012**) on "Employee Welfare Activities in Private Sector and Their Impact on Quality of Work Life" stated that during the last few years the private organizations are playing an important role in the overall development of the economy. In today's competitive economy, the business organizations need to focus explicitly on providing the welfare facilities to the employees as it results in their satisfaction towards the organization and it results in improved quality of work life

## VII. RESEARCH METHODOLOGY

The process used to collect information and data for the purpose of making business decisions. The Methodology may include Publication Research, Interviews, Surveys and Other Research Techniques and could include both Historical and Present Information.

### 1. Research Design

The Research Type used in this Study is Descriptive, which is used to describe characteristics of a population or phenomenon being studied.

## VIII. DATA COLLECTION METHOD

- Primary data source
- Secondary data source

### 1. SIZE OF THE SAMPLE

The sample size is 150

### 2. STATISTICAL TOOL USED

The Tools used in the Study includes



### 3. Simple percentage analysis

Simple Percentage Analysis is the method to represent raw streams of data a percentage (a part in 100-percent) for better understanding of collected data.

#### FORMULA

$$\text{Percentage analysis} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

### 4. CHI-SQUARE TEST:

A Chi-Squared Test is a statistical hypothesis test where the sampling distribution of the test statistic is a chi-squared distribution when the Null Hypothesis is true. It is used to determine whether there is a significant difference between the expected frequencies and the observed frequencies in one or more categories. The purpose of the test is to evaluate how likely it is that the Null Hypothesis is true, given the observations.:

### 5. HENRY GARRETT RANKING METHOD:

Ranking is a method of numbering of attributes from highest total score to lowest total score. Garrett's ranking technique is used to rank the preference indicated by the respondents on different factors. 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:

$$\text{Per cent position} = 100 (R_{ij} - 0.5) N_j$$

Where

$R_{ij}$  = Rank given for the  $i$ th variable by  $j$ th respondents  $N_j$  = Number of variable ranked by  $j$ th respondents

## IX. ANALYSIS AND INTERPRETATION OF THE STUDY

**TABLE NO 1:** Performance Appraisal of The Organization Give a Feeling Improving Performance

DETAILS OF THE RESPONDENTS		NO. OF RESPONDENTS	PERCENTAGE
Performance Appraisal of the organization give a feeling of improving performance	YES	33	66
	NO	17	34
	TOTAL	50	100

#### INTERPRETATION:

From this study, it is evident that 66% of the respondents have agreed that employee performance appraisal of the organization give a feeling of improvement and 34% of the feels that the performance appraisal activities given by the organization, not improves their performance.

### 10. CHI SQUARE TEST

#### NULL HYPOTHESIS $H_0$ :

There is no significant relationship between experience of the respondents and favoritism.

**ALTERNATIVE HYPOTHESIS  $H_1$ :**

There is a significant relationship between experience of the respondents and favoritism.

**CHI-SQUARE TEST – FACTORS AFFECTING THE RESPONDENTS****Test Statistics**

	EXPERIENCE OF THE RESPONDENTS	FAVORITISM
Chi-Square	10.000 <sup>a</sup>	58.400 <sup>b</sup>
df	3	4
Asymp. Sig.	.019	.000

**INTERPRETATION**

It is evident from the result that the calculated chi square value for experience of the respondents is 10.000 and the table chi square value is 7.815, so the calculated value is greater than the table value. And calculated chi square value for favoritism is 58.400 and the table chi square value for favoritism is 9.488 here also calculated value is greater than the table value, so the null hypothesis is rejected, and there is a significant relationship between experience of the respondents and favoritism.

**11. RANKING METHOD**

Problems Faced in Performance Appraisal

S. NO	PROBLEMS	MEAN SCORE	TOTAL SCORE	RANK
1	Appraiser Discomfort	264	792	6
2	Lack of Objectivity	179	1253	1



3	Horn Error	220	1100	4
4	Leniency	295	295	8
5	Central Tendency Error	231	936	5
6	Non Frequent Feedback	141	1128	2
7	Favoritism	187	1122	3
8	Recency	283	566	7

#### INTERPRETATION

- Lack of Objectivity is ranked as no.1 with a total score of 1253,
- Non-Frequent Feedback is ranked as no.2 with a total score of 1128,
- Favoritism is ranked as no.3 with a total score of 1122,

#### X. FINDINGS OF THE STUDY

- 66% of the respondents have agreed that employee performance appraisal of the organization give a feeling of improvement
- Attendance” is ranked as No:4 with a total score of 143,
- “Compliance to Policies & Practices” is ranked as No:5 with a total score of 138

#### XI. SUGGESSTION

- Frequent feedback about the work should be considered
- Favoritism should be avoided to create equality in the working environment
- Employees should be given awareness about the 360-degree Performance Appraisal system and its pros and cons





## **XII. CONCLUSION**

Employee performance appraisals are actions made by any manufacturing company to improve the quality of life for its staff members and help the business expand and produce more. The evaluation of an employee's performance takes into account a variety of factors, including skill level, attendance, experience, commitment, and compliance, among others.

## **REFERENCES**

### **JOURNALS**

1. Dr.G. Yoganandan and G. Sivasamy, Performance Appraisal Methods in Chettinad Cement Corporation Limited, Karur Bonfring International Journal of Data Mining, Vol.5, No. 1, February 2015, DOI: 10.9756/BIJDM.8024
2. Ezekiel M. Makori\*, O. M.J Nandi, J. K. Thuo and Kadian W. Wanyonyi, "Influence of occupational health and safety programmers on performance of manufacturing firms in Western Province, Kenya" African Journal of History and Culture (AJHC) Vol. 4(4),pp. 46-58, 2012

### **WEBSITE**

- Ministry of Steel Annual Report (<https://steel.gov.in>)
- <https://www.ibef.org/industry/steel.aspx>
- <https://www.bizvibe.com/blog/top-10-steel-companies-in-india/>



# INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY RESEARCH

IN SCIENCE, ENGINEERING, TECHNOLOGY AND MANAGEMENT



+91 99405 72462



+91 63819 07438



ijmrsetm@gmail.com

[www.ijmrsetm.com](http://www.ijmrsetm.com)