



A STUDY ON PERFORMANCE APPRAISAL IN APMDC, MANGAMPET.

P.Arshini

Department of MBA, Annamacharya Institute of Technology & Sciences: Tirupati (Autonomous)

****L.Vincentraj Kumar *Student, MBA II Year,**

**** Associate Professor & HOD, Department of MBA, Annamacharya Institute of Technology & Sciences: Tirupati (Autonomous)**

Abstract:

Performance appraisal is a vital component of organizational management, offering a structured framework for evaluating and enhancing employee performance. This paper delves into the concept, purpose, methodologies, challenges, and best practices associated with performance appraisal. Drawing from academic literature, case studies, and practical examples, it aims to provide a comprehensive understanding of its significance and application in contemporary organizational settings. The introduction underscores the pivotal role of performance appraisal in facilitating effective human resource management and fostering organizational success amidst evolving work dynamics.

Keywords: Performance appraisal, organizational management, employee performance, concept, purpose, methodologies, challenges, best practices, academic literature, case studies, practical examples, contemporary organizational settings, human resource management, organizational success, evolving work dynamics.

INTRODUCTION:

Performance appraisal, also referred to as performance review or evaluation, plays a crucial role in managing human resources within organizations. It serves as a structured process through which managers assess and provide feedback on employees' job performance, ultimately contributing to organizational success. This introduction sets the stage for the subsequent sections, highlighting the importance of performance appraisal in today's dynamic work environment.

DEFINITION AND PURPOSE:

According to Terry and Michael D. Crino, "Performance appraisal is the process of assessing quantitative aspects of an employee's job performance, which provides data to determine promotions, transfers and even demotions of employee".

Dale Yoder defines, "Performance appraisal refers to all formal procedures used in working conditions to evaluate personalities, contributions and potential of group member.

REVIEW OF LITERATURE:

(DANIEL, 2019)

Analysis the concept of performance appraisal system on employees' development The data was collected through primary source by distributing questionnaire to teacher. Objective was the results to study identify the impacts of performance appraisal on employee's development. And it has been conclusion is the research concluded that organizations should appraise their employees often through utilized targets, accomplishments, organization goals, time management and efficiency for performance measure purposes as it would lead to increase in employees development.

(SALLEH, 2013)

Fairness of performance appraisal and organizational commitment. The data was collected through primary sources by distributing questionnaires to teachers. Objective was the result to study also examined the intermediary effects of satisfaction in these two relationships. And it has been concluded that is to make performance evaluation more effective in influencing organizational commitment; satisfaction of the civil servants should be given priority, as well as a fair performance management within the organization.

NEED FOR THE STUDY

Studying performance appraisal is essential for organizations to understand how effectively they are evaluating their employees' performance, identifying areas for improvement, fostering employee development, enhancing job satisfaction, and aligning individual goals with organizational objectives. It helps in making informed decisions regarding promotions, training needs, rewards, and overall talent management strategies.

SCOPE OF THE STUDY

The present study attempts to find out the performance appraisal strategies adopted by the employees in APMDC. It also provides a glimpse of the opinions of employees on the appraisal methods and focuses on giving specific suggestions to improve the appraisal process.

OBJECTIVES OF THE STUDY

- To study /understand the performance appraisal system in APMDC,MANGAMPET
- To identify the various appraisal methods used in APMDC,MANGAMPET
- To know the satisfaction level of employees towards the appraisal system in APMDC, MANGAMPET.

RESEARCH METHODOLOGY

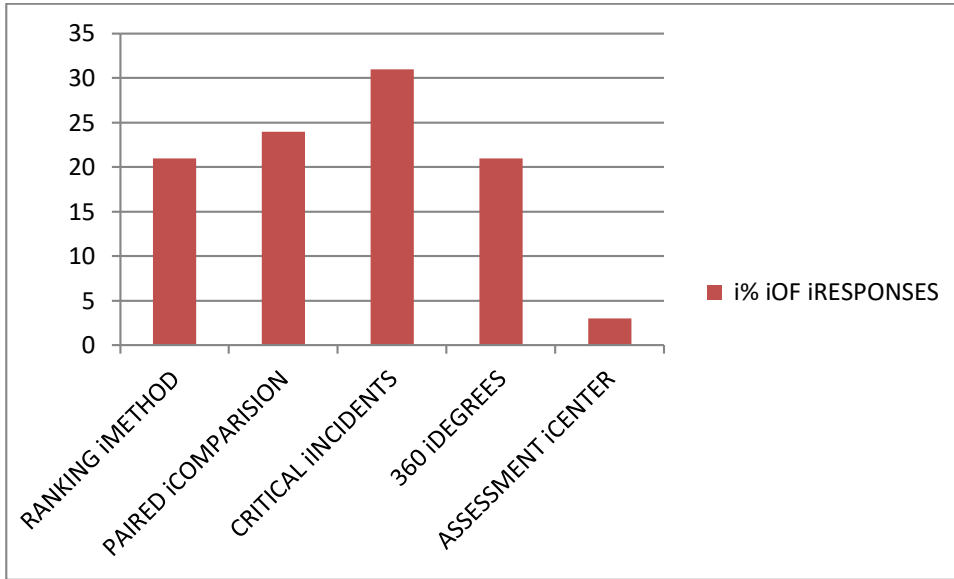
- Research Design: :Descriptive
- Population : 500 EMPLOYEES
- Sampling Method : simple random sampling
- Sample Size : 100
- Sample Unit : the sample unit is employees of the APMDC,MANGAMPET
- DATA ANALYSIS TECHNIQUE: The data is analyzed through sample analysis technique. The data is represented through tables and charts. The tool is percentage method.

DATA ANALYSIS AND INTERPRETATIONS

1. Appropriate method of conducting the performance appraisal

RESPONSES	NO OF RESPONSES	% OF RESPONSES
RANKING METHOD PAIRED	21	21
COMPARISION CRITICAL INCIDENTS	24	24
360 DEGREES ASSESSMENT CENTER	31	31
	21	21
	3	3
TOTAL	100	100

GRAPH



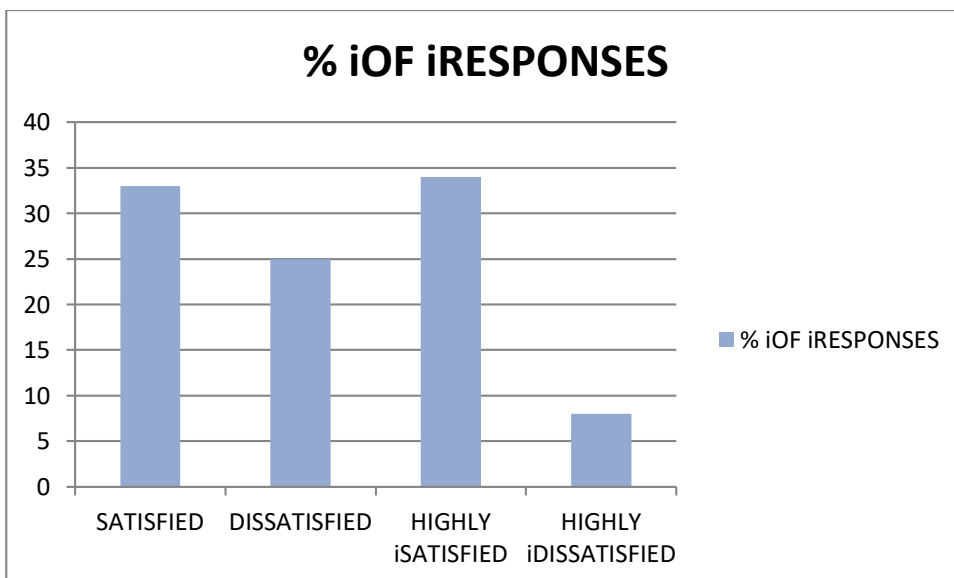
INTERPRETATION

From the above table 21% of the respondents ranking method is the appropriate method of conducting performance appraisal,24% are the respondents paired comparison method,31% are the respondents critical incidents,21% of the respondents 360 degrees,3% are the respondents assessment center.

2. Satisfaction regarding evaluation done by the appropriate person

RESPONSES	NO OF RESPONSES	% OF RESPONSES
SATISFIED	33	33
DISSATISFIED	25	25
HIGHLY SATISFIED	34	34
HIGHLY DISSATISFIED	8	8
TOTAL	100	100

GRAPH

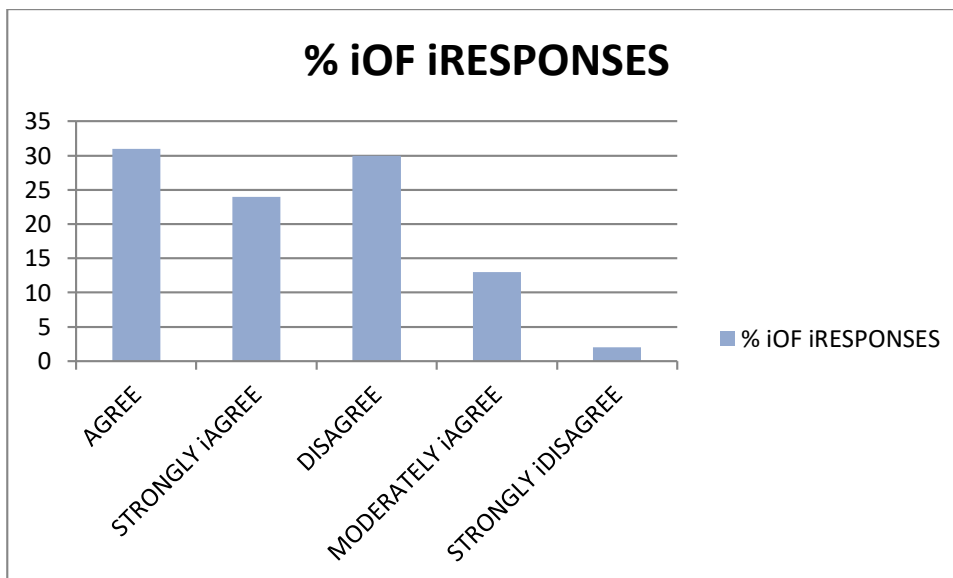


INTERPRETATION:

From the above table 33% of the respondents are satisfied regarding performance done by appropriate person,34% of the respondents are highly satisfied,25% of the respondents are dissatisfied,8% of the respondents are highly dissatisfied being appraised by appropriate person in the performance appraisal process.

3. Suggestions and opinions are taken into consideration in the performance appraisal

RESPONSES	NO OF RESPONSES	% OF RESPONSES
AGREE STRONGLY	31	31
AGREE	24	24
DISAGREE MODERATELY	30	30
AGREE STRONGLY	13	13
DISAGREE	2	2
TOTAL	100	100

**GRAPH****INTERPRETATION**

From the above table 31% of the respondents are agreed that suggestions and opinions are taken into consideration performance appraisal,24% are the respondents strongly agreed,30% are the respondents disagreed,13% of the respondents moderately agreed,2% are the respondents strongly disagreed in the level of performance appraisal.

FINDINGS:

- 34% of the respondents are highly satisfied for being appraised by appropriate person in the performance appraisal process.
- 31% of the respondents are agreed that suggestions and opinions are taken into consideration performance appraisal with the level of performance appraisal.
- 31% are the respondents said critical incidents method is the appropriate method in APMDC MANGAMPET.

SUGGESTIONS:

- Most of the people do you feel disagree performance criteria used in the appraisal process are clear and relevant to your role in APMDC, MANGAMPET
- Suggestions and opinions are take into consideration performance appraisal to improve the high level of performance appraisal.
- To improve performance appraisal it helps to take promotions decisions of employees.

CONCLUSION

- APMDC helps to understand the performance appraisal system practiced in the Mining and barytes of work. Majority of the employees are benefited by this system and the procedure followed and they are enjoying the various benefits from this system.
- Performance Appraisal System helps is employees career growth it support them to take their consideration to the management and to get more benefits and also for their more effective performance.

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- **Web sites**
- <https://apmdc.ap.gov.in>
- www.google.com / [performance](#) appraisal system