

A study on employee’s performance appraisal in H&R Johnson India limited at Karaikal

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Abstract

Performance appraisal is a vital tool to measure the frameworks set by any organization to its employees. It is utilized to track individual contribution and performance against organizational goals and to identify individual strengths and opportunities for future improvements and assessed whether organizational goals are achieved or serves as basis for the company’s future planning and development. Organizational performance and its resultant efficiency and effectiveness can only be achieved when individuals are continuously appraised and evaluated. The inability of organization to install an effective performance appraisal strategy has hindered them from achieving competitive advantage which they require more now than ever before. Appraisal processes are not systematic and regular and often characterized by personal influences occasioned by organizations preoccupation to use confidential appraisal system which hinders objectivity and fairness. Often organizations ignore management by objectives, critical incidents to personal prejudices. This is retrogressive as it affects the overall performance of the individual.

Keywords: Employees, Appraisal, Company’s future planning, development

Introduction

The success of any organization depends on the quality and characteristics of its employees. The employees become a significant factor in any organization since they are the heart of the company. Organizations simply cannot achieve their goals and objectives without them. However, it is a fact that any employee for that matter needs something to induce him or to look forward to so that he is motivated to work at the best interest of the company. This indeed was indicative of the more strategic approach to Human Resource Management (HRM) Policies which sought to connect the aims of the organization to the performance of the individual. The organization’s key aims, goals and objectives become an embedded part of the process in the performance management and communicated through the performance appraisal process.

Objectives of the Study

- ❖ To know the efficiency of the employee in his/her performance.
- ❖ To find out the systematic evaluation of the individual employee.
- ❖ To promote the employee needs, work and standards of acceptance performance.
- ❖ To provide suitable suggestion to management regarding the improvement of performance appraisal.
- ❖ To provide suggestion to management regarding the improvement of performance appraisal system.

Type of Data

Primary Data

In primary data, we were collected the information, directly from employee through questionnaire.

Secondary Data

In secondary data, we were collected the information through text book, company respect and websites etc.

Table 1: Employees Assessment

S. No	Opinions	No of Respondents	Percentage (%)
1	Strongly Agree	45	60
2	Agree	30	40
3	Neither agree nor disagree	-	-
4	Disagree	-	-
5	Strongly disagree	-	-
Total		75	100

Source: primary data

The above table indicates that, 60% of the respondents are agreed to employees assessment, 40% of the respondent are strongly agreed to assessment made by superior. There is respondent under the category of neither agree nor disagree, disagree and strongly disagree, about the employee assessment.

Table 2: CO-Operation and team work

S. No	Opinions	No. of respondent	Percentage (%)
1	Strongly Agree	36	48
2	Agree	39	52
3	Neither agree nor disagree	-	-
4	Disagree	-	-
5	Strongly disagree	-	-
Total		75	100

Source: primary data

The above table shows that, 52% of the respondent are agreed, 48% of respondent are strongly agree. There is no respondents under the category of neither nor disagree, disagree and strongly disagree.

Table 3: Reducing Employees Grievances

S. No	Opinions	No. of respondent	Percentage (%)
1	Strongly Agree	45	60
2	Agree	30	40
3	Neither agree nor disagree	-	-
4	Disagree	-	-
5	Strongly disagree	-	-
	Total	75	100

Sources: primary data

The above table shows that, 60% of the respondents strongly agreed, 40% of the respondents are agree, and there is no respondents under the category of neither agree nor disagree, disagree and strongly disagree, about the performance appraisal helpful in reducing grievances.

Table 4: Improving personnel skill

S. No	Opinions	No. of respondent	Percentage (%)
1	Strongly Agree	36	48
2	Agree	39	52
3	Neither agree nor disagree	-	-
4	Disagree	-	-
5	Strongly disagree	-	-
	Total	75	100

Source: primary data

The above table reveals that, 52% of respondent are agree, 48% of respondents are strongly agree. There is no respondents under the category of neither agree nor disagree, disagree and strongly disagree, about the performance appraisal is helpful for improving personnel skill.

Table 5: Training programmers are effective for individual and organization

S. No	Opinions	No. of respondent	Percentage (%)
1	Strongly Agree	48	64
2	Agree	29	36
3	Neither agree nor disagree	-	-
4	Disagree	-	-
5	Strongly disagree	-	-
	Total	75	100

Source: primary data

The above table shows that, 64% of the respondents are strongly agree, 36% of the respondents are agree. There is no respondents under the category of neither agree nor disagree, disagree and strongly disagree, the training programmers effective for individual and organization.

Table 6: Performance rating done periodically

S. No	Opinions	No. of respondent	Percentage (%)
1	Strongly Agree	18	24
2	Agree	57	76
3	Neither agree nor disagree	-	-
4	Disagree	-	-
5	Strongly disagree	-	-
	Total	75	100

Source: primary data

The above table shows that, 76% of the respondents are agreed, 24% of the respondents strongly agree. There is no respondent under the category of neither agree nor disagree, disagree and strongly disagree, about the performance rating were periodically done.

Findings and Suggestions

Findings:

- ❖ 60% of respondents are strongly agreed to employee's assessment.
- ❖ 52% of respondents are agreed to co-operation and team work.
- ❖ 60% of the respondents are strongly agreed reducing employee's grievances.
- ❖ 52% of the respondents are agreed that performance appraisal improving personnel skill.
- ❖ 64% of the respondents are strongly agreed that training programmers are effective for individual and organization.
- ❖ 76% of the respondents are agreed told that performance appraisal system done periodically.

Suggestions

- ❖ Proper feedbacks should be done with proper documentation.
- ❖ Employees should be involved in the formulation of appraisal tool.
- ❖ Give appropriate rewards to employees who have shown an exemplary performance.
- ❖ Employees should be evaluated on the basis of the requirements of their job, their duties and responsibilities

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