

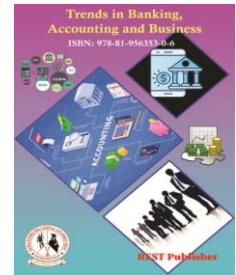


## Trends in Banking, Accounting and Business

Vol: 2(2), 2023

REST Publisher; ISBN: 978-81-956353-0-6

Website: <https://restpublisher.com/book-series/tbab/>



# A Study on Employee Performance Appraisal with Respect to Venkraft Paper Mills Private Limited

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**Abstract:** The study entitled “Employees Performance Appraisal- A Study With Venkraft Paper Mills Private Limited, Hosur”. The main focus of the study is to measure the level of employee’s performance appraisal. This project emphasizes on the importance of employee’s performance appraisal systems among the employees in the study area. Primary data collection was done through structured questionnaire. Secondary data were collected from company records, internet resources and other sources also. Research design used in this study was descriptive research study. Conclusions were drawn based on the analysis of data collected and interpretations. Recommendations were provided for enhancing the quality of the processes and personnel policies of the organization with respect to performance appraisal. The steps for improving the level in the organization are also identified.

## 1. INTRODUCTION

Performance appraisal is the process of evaluating an employee's job performance and providing feedback on their strengths and weaknesses. It is an important tool for organizations to manage their workforce, identify areas for improvement, and recognize high-performing employees. Performance appraisals are typically conducted on an annual basis, but they can also be done more frequently, such as quarterly or bi-annually. The appraisal process involves setting goals and objectives for the employee, assessing their progress towards those goals, and evaluating their overall job performance. The primary purpose of performance appraisals is to improve employee performance and productivity. By providing feedback and guidance on their strengths and weaknesses, employees can make necessary changes to improve their job performance. Performance appraisals also serve as a basis for making decisions about promotions, salary increases, and other employee-related matters.

### Reviews

The literature for review to be collected from secondary sources such as magazines, articles, reports, budgets, newspaper etc to highlight the problems and findings of the study done by many research and business professionals to understand the significance of the Quality process of the companies. Globalization has created a niche to sustain and enhance human resource since they are the prime contributors to organizational performance. In this 21st century, human development is focused at hiring, training and retaining them. **Ms. Ramila Ram Sing, Dr. S. Vadivelu, Performance Appraisal in India – A Review, Volume 11, Number 5 (2016).**

This study set out to investigate the perception of errors that employees have of the PAS of a polytechnic in Takoradi, Ghana. The results revealed a negative perception that the employees held of the PAS. That the system was affected by subjectivity, and was influenced by some major errors, the most common of which were the similarity and the halo effect biases. **Peter Awini Seidu, Employees’ Perception of Performance Appraisal System: volume Vol. 7, Number 2; January 2012.**

Performance appraisal is the process of determining and communicating to an employee how he / she is performing on the job and ideally, establishing a plan of improvement. It is very much critical because it helps the managers to take the administrative decisions effectively relating to promotions, fringes, payoffs and merit pay increases of the employees. So, performance appraisal is a must for all organization.

## 2. RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically in it we study the various steps that are generally adopted by a researcher in studying his research problem long with the logic behind them. It is necessary for the researcher to know not only the

research methods techniques but also the methodology. It refers to process used to collect information and data for the purpose of making business decision. The methodology may include publication research, interview, surveys and her research techniques, and could include both present and historical information.

### **Research Design**

The formidable problem that follows the task of defining the research problem is the preparation of the design of the research, popularly known as the "research design". A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure as such the design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data

## **3. DATA ANALYSIS**

**Table 1.**

Age	No. of Respondents	Percentage
Less than 30	50	25
31-40	74	37
41-50	46	23
Above 50	30	15
<b>Total</b>	<b>200</b>	<b>100</b>

**Table 2.**

Gender	No. of Respondents	Percentage
Male	168	84
Female	32	16
<b>Total</b>	<b>200</b>	<b>100</b>

**Table 3. Chi Square**

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	77.719a	8	.000
Likelihood Ratio	76.209	8	.000
Linear-by-Linear Association	52.153	1	.000
N of Valid Cases		200	

### **Findings:**

- Majority 90% of the respondents says yes that they are satisfied with the content of performance appraisal system in relation to the job.
- Majority 82% of the respondents saying that the performance appraisal process helps them in identifying their potential.
- Majority 44% of the respondents are strongly agreed that the performance appraisal helps them in their salary / increment.
- Majority 78% of the respondents saying that the performance appraisal provides proper feedback to the employees.

### **Suggestions:**

The company should make necessary modification in performance appraisal process to motivate the employees to identify their potential. Using advanced methods of training program, the employees will be fully satisfied. If the company gives more concentration on current performance appraisal system, they can increase the satisfaction level of employees. The company should take steps to improve the performance appraisal system to provide proper feedback to the employees. Using of 360 degrees and grading method, the company can easily motivate the employees to do their work in effective manner.

## **4. CONCLUSION**

The study aimed to know about the employee's attitude about the performance appraisal programme conducted by Venkraft Paper Mills Pvt Ltd., Hosur. The performance appraisal is professionally designed and monitored by HRD. The

implementation is the responsibility of each and every employee along with the management. There should be adequate training given to the employees that will help them to answer the qualities of performance appraisal. Performance appraisal is very important tool used to influence employees. A formal performance review is important as it gives an opportunity to get an overall view of job performance.

### REFERENCE

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