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(Autonomous) Proddatur****2. Assistant professor, Chaitanya Bharathi Institute of Technology,  
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Performance appraisals of Employees are necessary to understand each employee's abilities Competencies and relative merit and worth for the organization. Performance appraisal rates the Employees in terms of their performance. An employer evaluating their employees is a very old Concept. Performance appraisals are an indispensable part of performance measurement. By systematically evaluating employees' performance, organizations can discern strengths, areas for improvement, and overall contributions facilitating informed decisions regarding career advancement, skill enhancement, and organizational development initiatives. Hence, performance appraisals persist as a vital instrument for measuring and optimizing workforce performance across various societal domains.

**Keyword:** Performance appraisal, Jobsatisfaction, Employee motivation

In the dynamic landscape of the cement industry, where competition is fierce and excellence is paramount, Dalmia Cement has consistently strived to uphold its reputation as a leading player. Central to its success is a robust performance appraisal system, a cornerstone in driving organizational growth, fostering employee development, and ensuring alignment with strategic objectives. Dalmia Cement recognizes that its employees are the bedrock of its achievements, and their individual contributions significantly impact the company's overall performance. Therefore, the company places immense importance on effectively evaluating and enhancing employee performance through a structured and comprehensive appraisal process. The performance appraisal system at Dalmia Cement is designed not merely as a routine evaluation exercise but as a strategic tool to empower employees, recognize their accomplishments, identify areas for improvement, and align individual goals with organizational objectives. This introduction aims to delve into the key components and methodologies that underpin Dalmia Cement's performance appraisal framework.

## **OBJECTIVE'S**

- ❖ To study the existing performance appraisal system followed in Dalmia cement.
- ❖ To evaluate the effectiveness of present appraisal system at Dalmia cement.

## **REVIEW OF LITERATURE**

- ❖ **Venclova Katerina** (2013) The article centers around worker execution examination techniques utilized in Czech farming endeavors. The principal part of the article investigates the hypothetical underpinnings of the expression "formal evaluation" as well as worker execution evaluation procedures as depicted by Czech and worldwide specialists.
- ❖ **Peter R. Scholtes** (1993) the examination depends on a correlation of all out quality or execution examinations. TQM and execution examination, as per the creator, are contradictory. Client mindfulness, frameworks thinking, a grip of change, collaboration appreciation, dominance of progress techniques, and a perception of the course of individual inspiration and learning are undeniably expected for TQM.
- ❖ **Rocio de Andres** (2010) looked into Distance capability approaches are utilized to assess execution. A few organizations use execution evaluation to examine their workers 'proficiency and creation to design their advancement, pay, and cutback approaches, among different things. At first, just the chief staff did this technique, however it has since developed into an assessment cycle in view of the assessments of numerous commentators, bosses, colleagues, buyers, and the actual representatives (360-degree strategy).
- ❖ **Yee C. C. and Y.Y.Chen** (2009)The Multifactorial Evaluation Model was studied in relation to the Performance Appraisal System. Employee performance evaluation is critical in managing an organization's human resource. Maintaining talented knowledge workers is crucial as the economy shifts to information-based capitalism.
- ❖ **Abteen Ijadi Maghsoodi** (2018) The determination of fitting Execution Examination (Dad) strategies and supporting scales for associations in the present dynamic and spry conditions is a difficult subject. Execution evaluation has developed into an essential methodology to combining organization strategies with human asset exercises in current endeavors. Viewing as

- ❖ **Manish Khanna** (2014) Execution evaluation is critical since it is a significant piece of any organization's human asset methodology. Overseeing individual and group execution to achieve corporate objectives has an unmistakable worth. Execution examination is a huge instrument in the possession of individual administration since it accomplishes the division's major objective of assessing the singular's worth, which is the significant objective of the division of individuals improvement.

## **NEED FOR THE STUDY**

Dalmia Cement Factory faces challenges in its performance evaluation practices. These include inconsistencies, lack of alignment with organizational goals, and limited employee development opportunities. Addressing these Challenges is critical for fostering a motivated workforce and achieving operational excellence.

## **RESEARCH METHODOLOGY**

The research design of this study is **descriptive** in nature. Both primary and secondary data used to investigate the study of performance appraisal of employees. The major interest, however, is in the use of primary data via the questionnaire method. The data is gathered using a **structured questionnaire**, and the **sample size is 110**. The frequency and reliability tests were used to analyze the data. Mean, standard deviation, coefficient of skewness, test of reliability has been used for research analysis.

Primary data evoked through Poll, Meetings and Conversations with respondents and different representatives of the association. Secondary data auxiliary information has been gathered through oral correspondence

Auxiliary information about the organization profile and different subtleties were gathered from the organization site. tools of analysis Information gathered from sources are investigated and deciphered methodically with you help of factual instruments like rates.

## **SAMPLING METHOD:**

**Simple random sampling** is used for selecting sample.

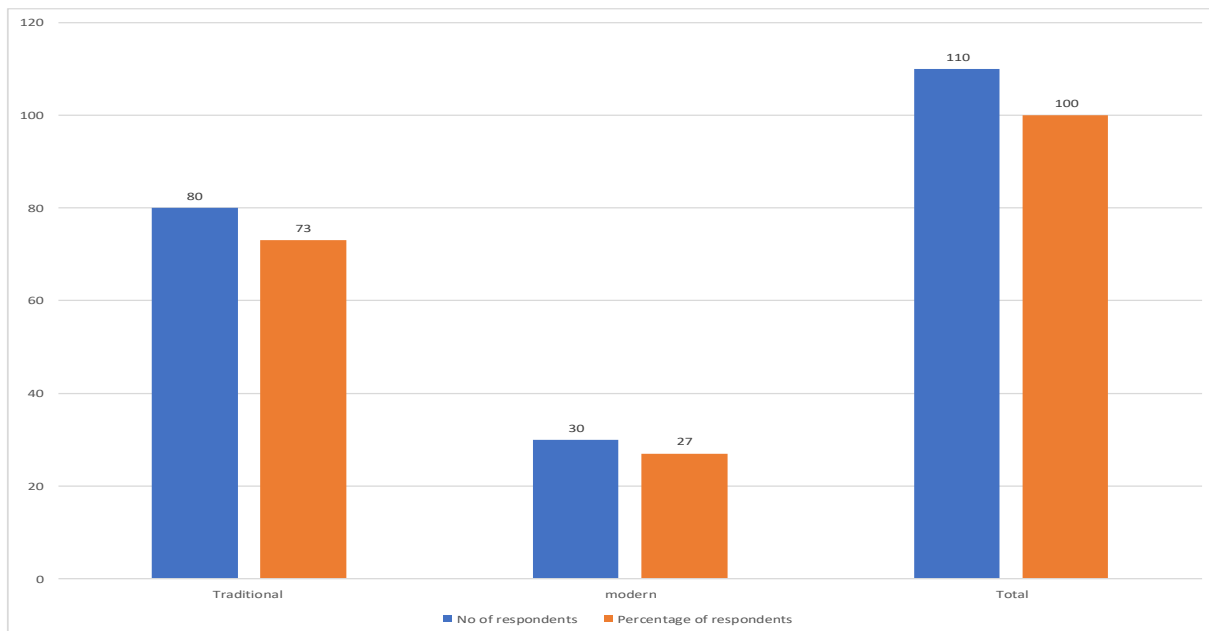
## **SAMPLE SIZE**

In this research work, the data has retrieved from 110 employees

## **Data Analysis and Interpretation**

1. The respondent's opinion regarding performance Appraisal system in the organisation?

State of opinion	No of Respondents	Percentage of respondents
Traditional	80	73
Modern	30	27
Total	110	100



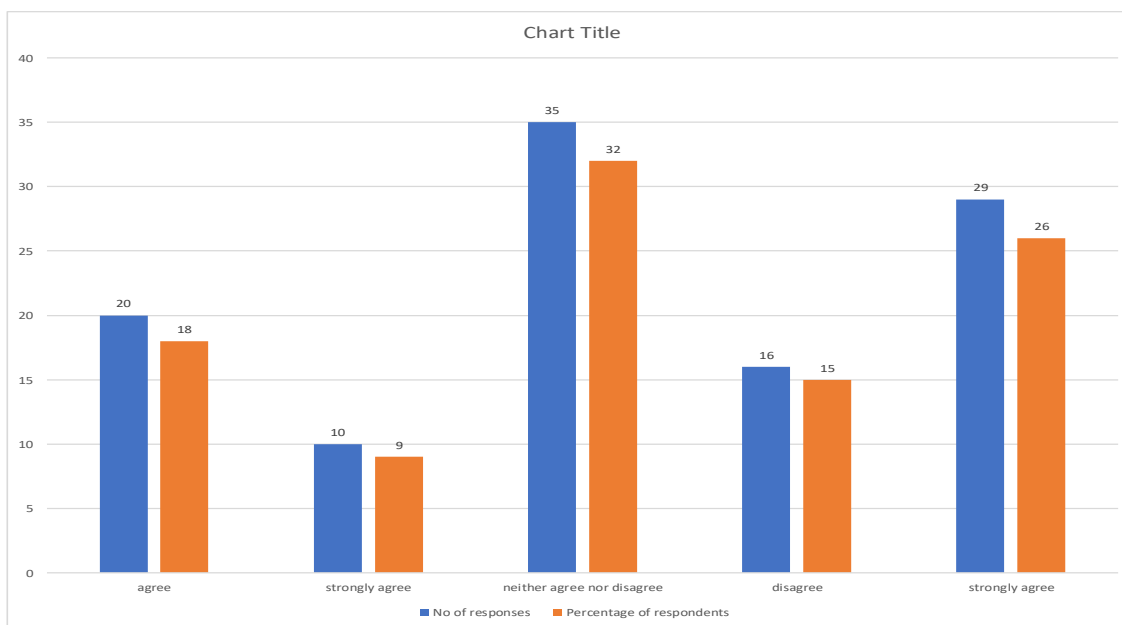
### Interpretation:

From the study 73% of the employees said that traditional method and 27% employees said that modern method followed for conducting Appraisal.

## 2.The performance appraisal system is a time-consuming process?

State of opinion	No of responses	Percentage of respondents
Agree	20	18

Strongly agree	10	9
Neither agree nor disagree	35	32
Disagree	16	15
Strongly disagree	29	26
Total	110	100

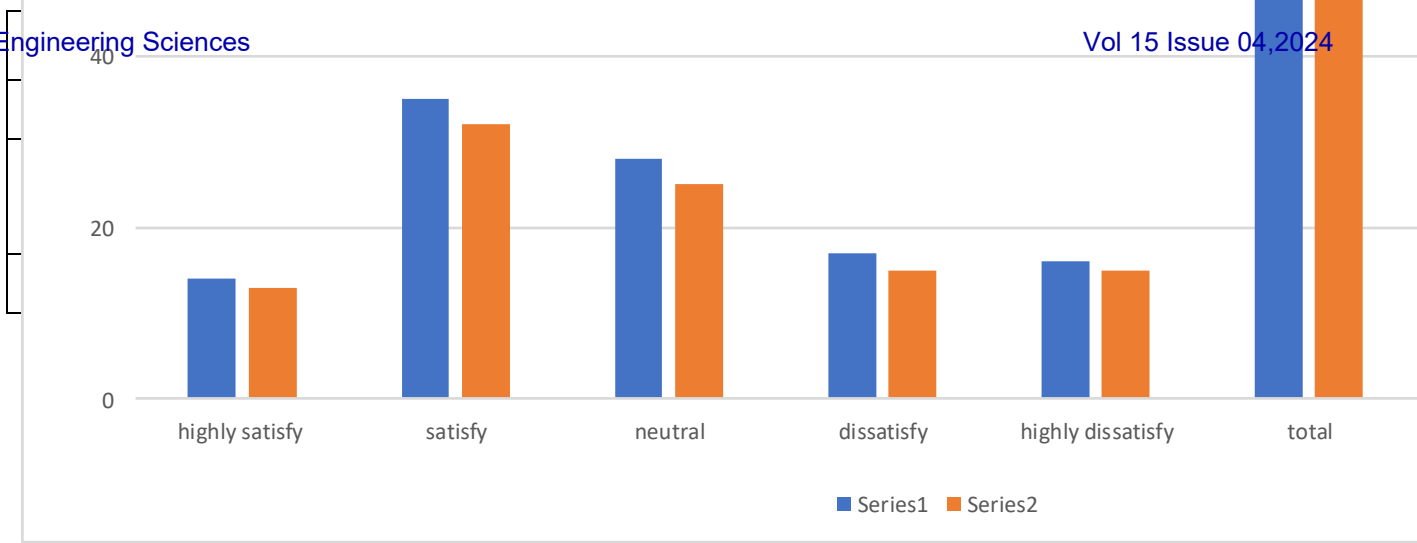


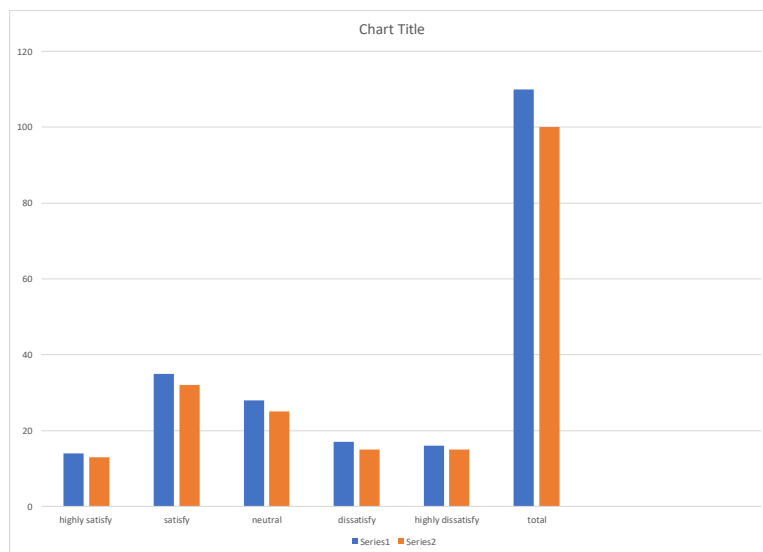
**Interpretation:**

From the study, majority of employees (41%) said that the appraisal is not a time consuming process, 32% of the employees expressed neutral opinion and 27% of employees said that it (Performance appraisal) is a time consuming process.

**3.The satisfaction level of respondents regarding performance appraisal system?**

State of opinion	No of respondents	Percentage of respondents
Highly satisfied	14	13
Satisfied	35	32



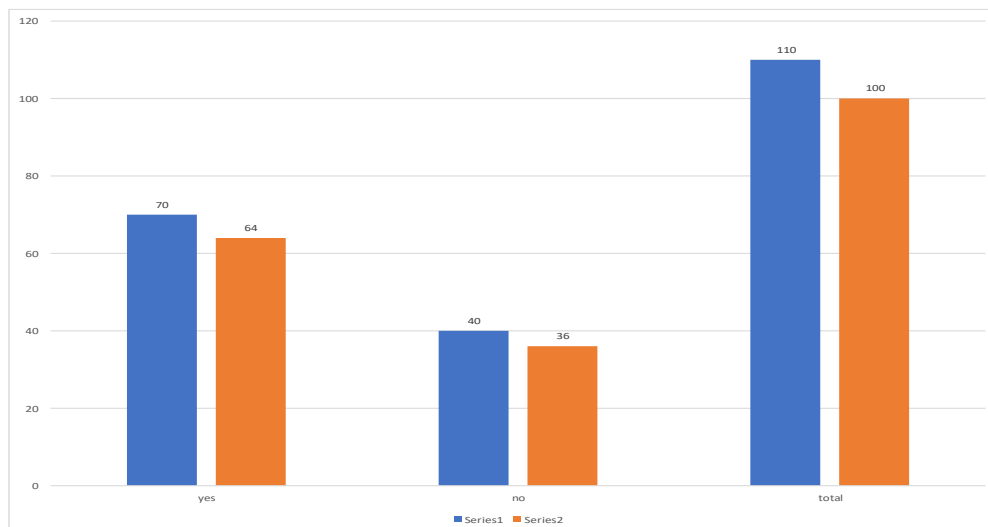


**Interpretation:**

From the above data 13% of respondents are highly satisfied,32% of the respondents are satisfied ,25% of the respondents are neutral,15% of the respondents are dis satisfied and 15% of the respondents are highly dissatisfied regarding existing performance appraisal system.

**4. The superiors support their employees in improving your performance.**

State of opinion	No of respondents	Percentage of respondents
Yes	70	64
No	40	36
Total	110	100



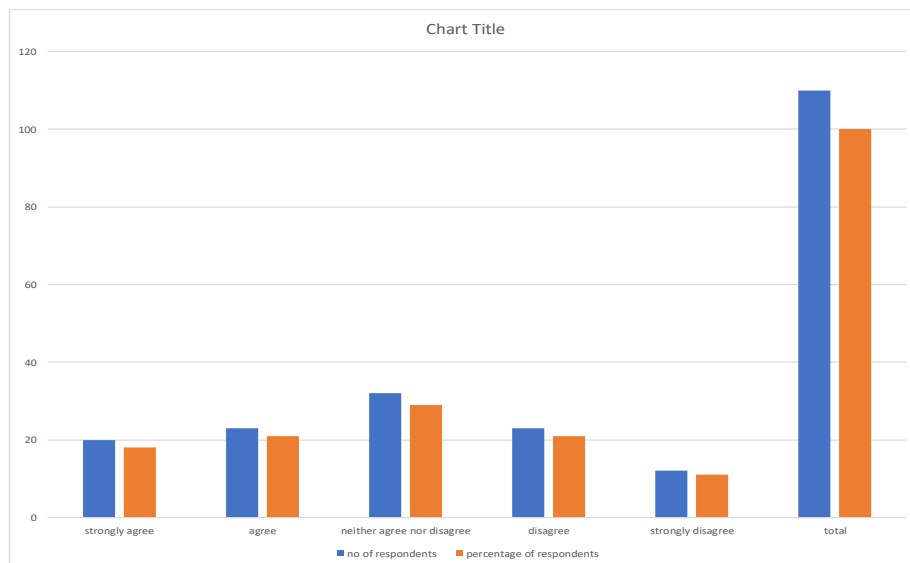
### Interpretation:

From the study, 64% of the employees said yes that they are getting support from their superiors to improve their performance and 36% of the employees said no.

### 5. The employees' responses regarding the performance appraisal system aims at strengthening the superior and subordinate relationship?

State of opinion	No of respondents	Percentage of respondents
Strongly agree	29	26
Agree	23	21
Neither agree nor disagree	32	29
Disagree	16	14
Strongly disagree	12	10
Total	110	100



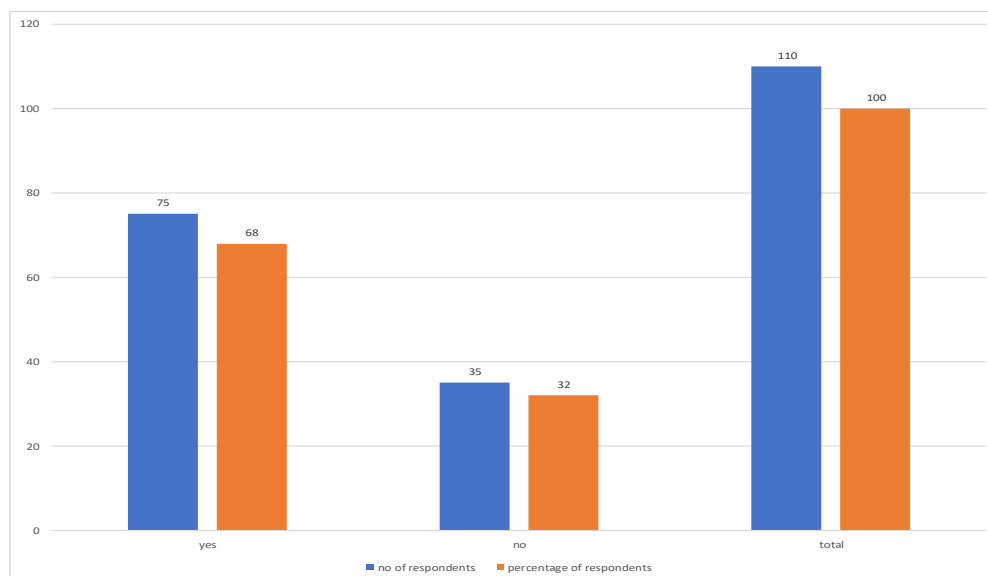


**Interpretation:**

From the study, majority of the employees (47%) agreed that the appraisal system aims to strengthen their relationship with their superiors, 29% expressed neutral opinion and 24% disagreed with the statement.

**6) Employees timely get feedback from their boss about their performance and corrective action initiated to improve performance in future.**

State of opinion	No of respondents	Percentage of respondents
Yes	75	68
No	35	32
Total	110	100



### **Interpretation:**

From the study, 68% of the employees said yes that they are timely given feedback about their performance and appropriate action initiated to improve performance in future and 32% of the employees said no.

### **FINDINGS :**

1. From the study 73% of the employees said that traditional method and 27% employees said that modern method followed for conducting Appraisal.

2. From the study, majority of employees 41% said that the appraisal is not a time consuming process, 32% of the employees expressed neutral opinion and 27% of employees said that it (Performance appraisal) is a time-consuming process.

3. From the study, majority of employees (41%) said that the appraisal is not a time consuming process, 32% of the employees expressed neutral opinion and 27% of employees said that it (Performance appraisal) is a time-consuming process

4.From the study, 64% of the employees said yes that they are getting support from their superiors to improve their performance and 36% of the employees said no.

5.From the study, majority of the employees (47%) agreed that the appraisal system aims to strengthen their relationship with their superiors, 29% expressed neutral opinion and 24% disagreed with the statement.

6.From the study, 68% of the employees said yes that they are timely given feedback about their performance and appropriate action initiated to improve performance in future and 32% of the employees said no.

## **Conclusion :**

In conclusion, the suggestions provided offer a comprehensive approach to addressing the identified issues within the performance appraisal process and fostering positive relationships between employees and their superiors. By evaluating both traditional and modern methods, organizations can determine the most effective strategies and integrate elements to enhance efficiency and effectiveness. Streamlining the process and providing training and resources can minimize time consumption without compromising quality, ensuring that both employees and managers are equipped to participate effectively.

Furthermore, addressing the lack of support from superiors through training programs and implementing mechanisms for regular communication can improve employee satisfaction and performance. Focusing on enhancing communication and trust, along with encouraging open dialogue and feedback, strengthens relationships between employees and their superiors, fostering a collaborative and supportive work environment.

Establishing clear timelines and expectations for feedback and performance improvement actions, coupled with a structured feedback mechanism, ensures that employees receive timely and constructive feedback to drive continuous improvement. Overall, these suggestions aim to address challenges within the appraisal process while promoting a positive organizational culture centered on mutual understanding, support, and development.

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