

# THE IMPACT OF PERFORMANCE APPRAISAL ON STAFF PRODUCTIVITY

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## ABSTRACT

The study examined the effect of performance appraisal on staff productivity in business, it's one of the best tool to improve employees performance as well their confident level. The systematic evaluation of performance appraisal several employees the they can andastand what the eblity of the persone, development and growth by the sampling size of 50 respondent and analysis by using discribtive mean value. So from this research in all organization performance appraisal is properly followed and this helps in finding the efficiency of individual employees.

**Key words:** performance appraisal, employees satisfaction, convenient sampling.

## I.INTRODUCTION

Performance appraisal which means the process of verifying the employees performance and the purpose of communicaton will he used to developing and nevard the employee performance. A performance appraisal system used to develop the performance of organization as used as employee and also this method is considered a best instriments to improve the employees knowledge. Therefore a appraisal playing a good role to identifying the employee of talent and its used to make a good plan & to achive their own goal.

## II. LITERARURE REVIEW

**Selvarasu, Subbu Krishna Sastry** Explains the outcome of performance discution sude be shard for better understanding, between the employees of future requirement and step to be taken for its achievement.

**Muhammad Arslan, Muhammad Sohail, Rashid Zaman** this paper stated effective performance system leads to improve the productivity, conversely on inefficient appraissal system fate the activities in different positions in

result of which chances of success and growth of organization.

**Neeraj Kumari** says the performance management system is an integral part of an organization to measure, movivate, an improve the performance of the entire organization. It also helps tyo focus on the goals of the organizations towards specific predetermine objectives for an orgational structure.

**Solomon Sumumma Zayum, Oravee Aule, Hangeior** explains the management by objectives enhanced employee productivity in plateau stste internal revenue service during the period under study. 360 degree feedback and employee productivity in plateau state internal revenue service.

**s Ekwochi Eucharria Adaeze** stated the project work the researcher was able to conclude that problem with the company's appraisal system lies with implementation rather than method. The revelation that subordinates or not involved in setting goal and objectives on which they are appraisal.

### III. RESEARCH METHODOLOGY

The evaluated in terms of the output of an employee in a specific period of tiem managers of every business organization are charged with the responsibility to motivate their employees to achieve organizational goals. Most organizations wonder how they can sustainable performance among its employee

### IV. DATA ANALYSIS AND INTERPRETATION

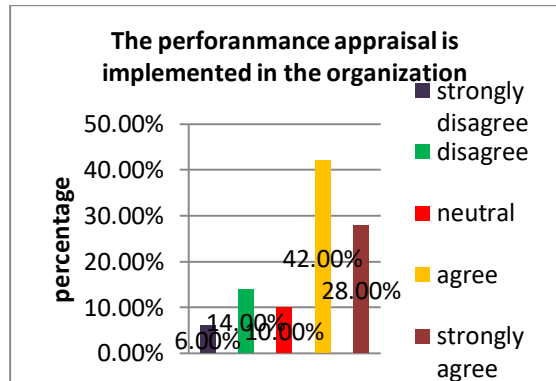


FIG:4.1

The above table 42.00% of the employees are agree that, the performance appraisal is implemented in the organization as well as 28.00% of the employees are also strongly agree with the same given statement, but this statement is strongly disagreed by 6.00% of the employees and disagree by 14.00% of the employees remaining 10% of the employees are supported to both side.

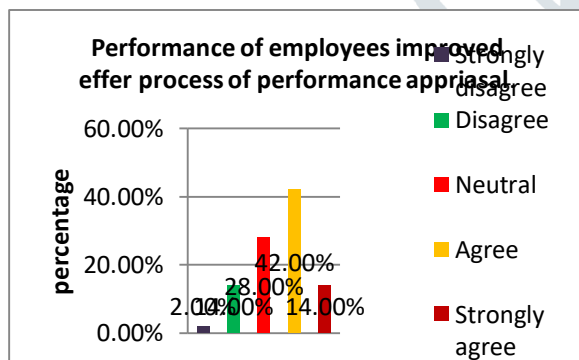


FIG:4.2

The above table 42.00% of the employees are agree that, the performance of employees improved efferproces of performance appriaisal as well as 14.00% of the employees are also strongly agree with the same given statement, but this statement is strongly disagreed by 2.00% of the employees and disagree by 14.00% of the

employees remaining 28% of the employees are supported to both side.

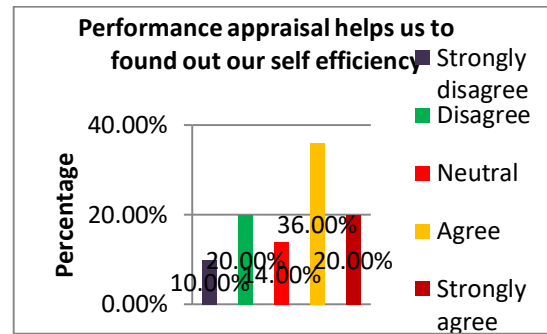


FIG:4.3

The above table 36.00% of the employees are agree that, the performance appraisal helps us to found out our self efficiency as well as 20.00% of the employees are also strongly agree with the same given statement, but this statement is strongly disagreed by 10.00% of the employees and disagree by 20.00% of the employees remaining 14% of the employees are supported to both side.

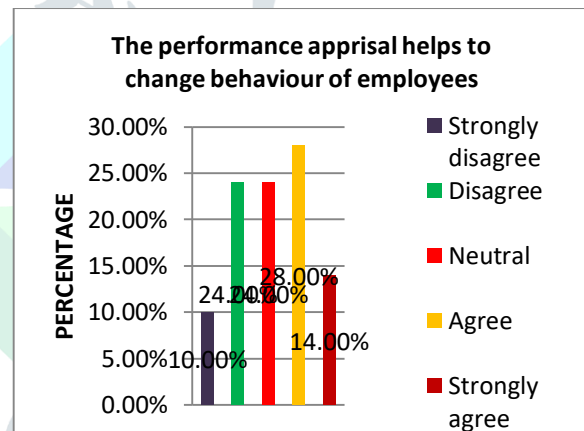


FIG:4.4

The above table 28.00% of the employees are agree that, the performance appraisal helps to change eesbehaviour of employ well as 14.00% of the employees are also strongly agree with the same given statement, but this statement is strongly disagreed by 24.00% of the employees and remaining 24% of the employees are supported to both side.

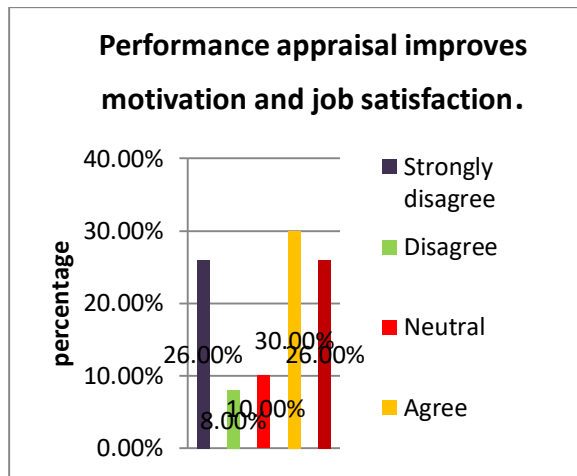


FIG:4.5

The above table 30.00% of the employees are agree that, the performance appraisal improves motivation and job satisfaction well as 26.00% of the employees are also strongly agree with the same given statement, but this statement is strongly disagreed by 26.00% of the employees and disagree by 8.00% of the employees remaining 10% of the employees are supported to both side.

## CONCLUSION

The performance appraisal is the most important tool, which is used by the organization and also its very useful to improve their performance level as well as can improve their self confident level.

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