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## A STUDY ON PERFORMANCE APPRAISAL ON RAMCO SYSTEMS , CHENNAI

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### ABSTRACT

Performance appraisal system is the key role where it is need to increase tracking the employees work database and their involvement throughout in a financial year, the appraisal of the employee is recommended to the top-level management team. For calculating the statically database of the employee hereby we used essay method. Outcome of the appraisal should always in the manner that it would be in fair for the employees and concerns where I did my project. Performance appraisal leads to a crest in those concerns which needs negotiations with the employee and with the employee and management team. In some case it will end up an appreciating manner and increase the financial turnover of that concern which makes it an also model for other industries.

**Keywords** – Appraisal, Involvement, Employees, Management, Industries

## INTRODUCTION

An organization's goals can be achieved only when people put in their efforts. Employee assessment is one of the fundamental jobs of Human Resource Management. Performance appraisal "It is the process of evaluating the performance and qualification of the employees in terms of the requirements of the job for which the employees is for purpose of administration including placement, selection for promotions, providing financial rewards and other actions which require differential treatment among the members of a group as distinguished from action affecting members equally".

It is often believed that the most significant personnel/ human resource outcomes involve contributions of employee's performance, it refers to how effectively employees meet the duties and responsibility of the job.

## DEFINITION

Performance appraisal can be defined as "the systematic evaluation of the individual employee can perform effectively in future so that the employee, organization all is benefited, with respect to his or her performance on the job and his or her potential for development. It is a formal structured system of measuring and evaluating as employee, s job.

It is a regular review of an employee's job performance and contribution to the company. companies use performance appraisal to determine which employees have contributed the most to the company's growth, review progress, and reward high achieving workers (monetary, non-monetary, promotion)

It is also known as performance rating, performance evaluation, employee assessment, performance review, merit rating, etc.

Performance Appraisal is carried out to identify the abilities and competencies of an employee for future growth and development. It is aimed at ascertaining the worth of the employee to the organization, in which he/she works.

## OBJECTIVE OF THE STUDY

- To enable the organization to maintain an inventory of the number and quality of all managers and to identify and meet their training needs and aspirations.
- To determine increment rewards and to provide reliable index for promotions and transfers to positions of greater responsibility.
- To plan career development, human resource planning-based potentials.
- It serves three-fold purpose of monitoring, planning and controlling

## REVIEW OF LITERATURE

### Ammons 2022

The main criteria for measuring the performance of public services include efficiency, quality, and effectiveness. Efficiency, which refers to the cost of providing services, often occupies most of the measurement systems and includes the measurement of services' quality and effectiveness, which refers to the degree of achieving the expected results.

### Zhang et al. 2022

The adoption of the New Public Management standards has already been established. Performance reflects the effective exercise of responsibilities and the continuous improvement of public organisation through the more efficient and effective utilization of their resources and employees, identification and resolution of problems in their services, and evidence-based decisions. Distrust in the government is often attributed to problematic government performance. Thus, performance is a crucial factor for sustaining public trust and getting continuous financing and resources.

### Todisco et al. 2021

The ability to prioritize objectives and make dynamic adjustments, as well as the adaptability and flexibility to changes in the internal and external environment and the ability to find appropriate means for emerging goals. Performance measurement is progressively becoming a crucial component of every organisation's management.

### Hamann and Schiemann 2021

Organisational performance has always been a crucial factor, whether it is a profit or a non profit organisation. Organisational performance is mainly associated with the term effectiveness; more specifically it is considered a dimension of effectiveness.

## RESEARCH METHODOLOGY

The methodological basis of the research includes the methodological principles of human relation theory. This would include the details of the employees salaries, incentives, bonuses, deductions and net pay.

### Research design:

The research design that is used in this study is descriptive research design and Descriptive research designs are those which are concerned with describing the of particular individual or of a group. It gives a clear description about the different aspects of the selected problem of research. Analytical research design concerns itself with cause-effect relationships among variables. It attempts to analyse the situation and make critical evaluation.

**Primary data:** The data is collected from the employees through questionnaire method

**Secondary data:** The secondary data is collected from the various sources such as book, website, journal, magazines etc.,

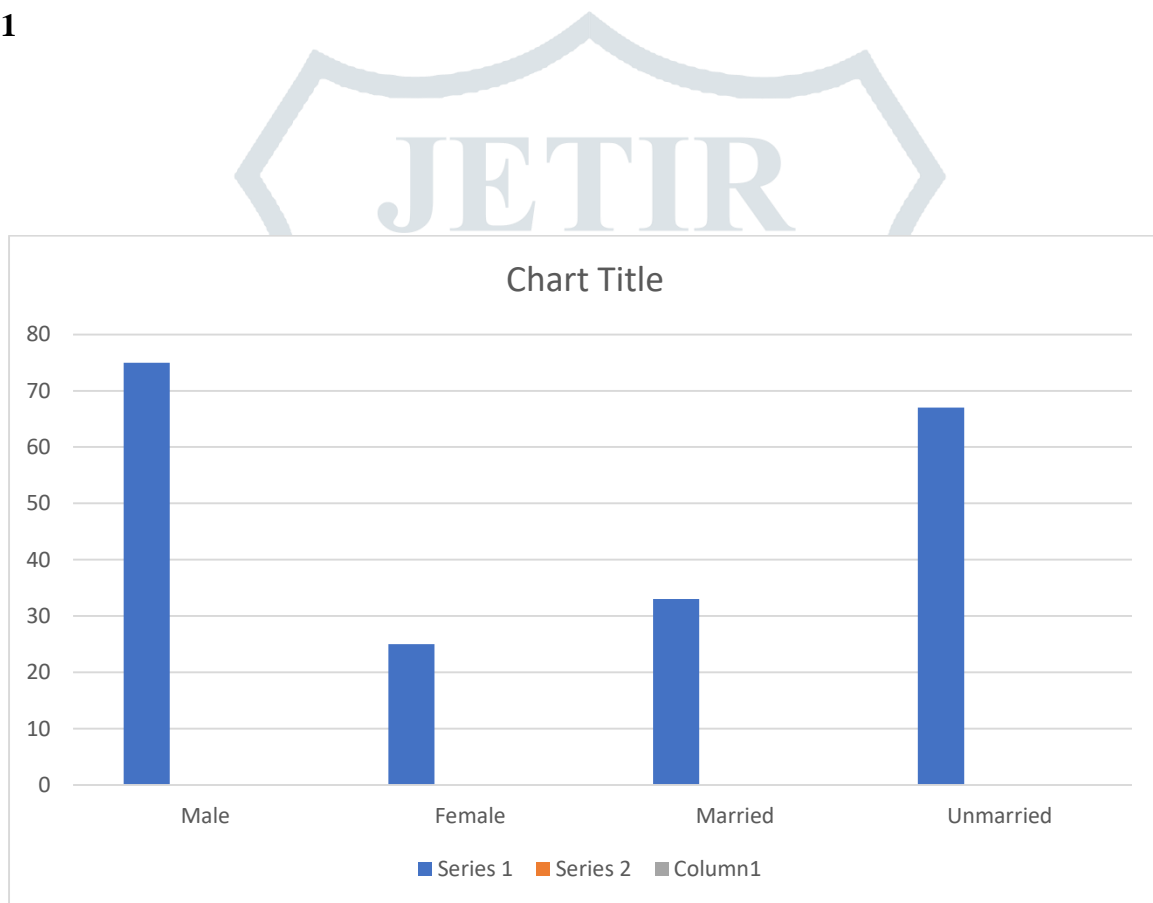
## TABLE AND CHARTS

**TABLE 1: Gender and marital status**

Male	75
Female	25
Married	33
Unmarried	67

**Source: primary data**

## CHART 1



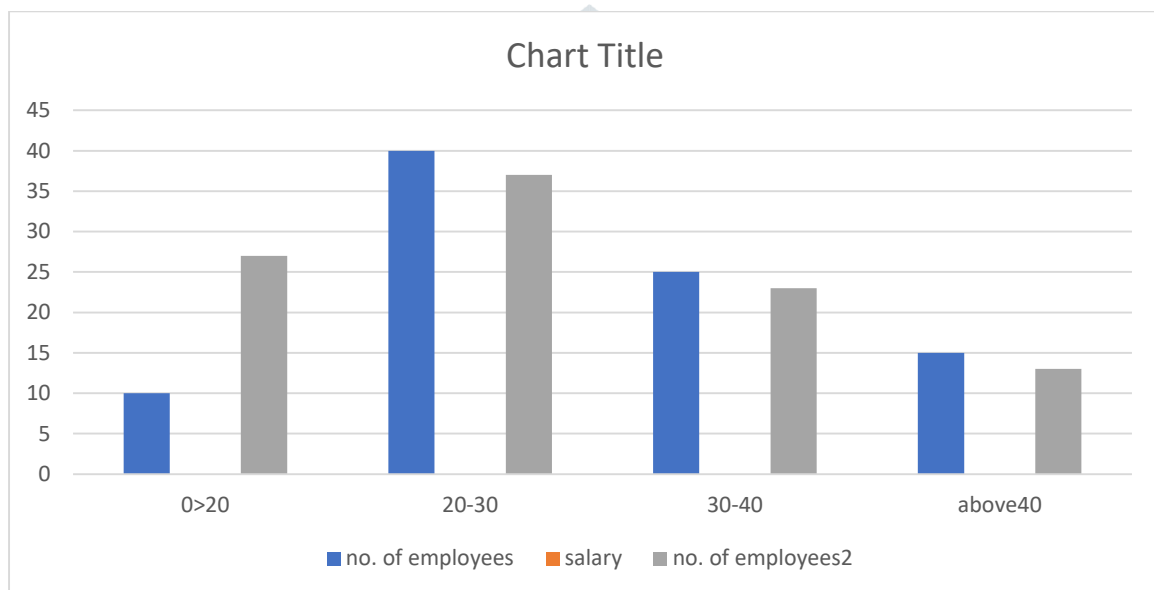
## Inference:

From the above table and chart, it is inferred gender 75% employees are male and remaining 25% of employees are female, marital status 33% of marital remaining 67% are unmarried.

**TABLE 2: AGE AND MONTHLY INCOME**

Age	0>20	20-30	30-40	Above 40
No. of employees	10	40	25	15
Salary	Below 10,000	10,000-15,000	15,000-20,000	Above 20,000
No. of employees	27	37	23	13

Source: primary data

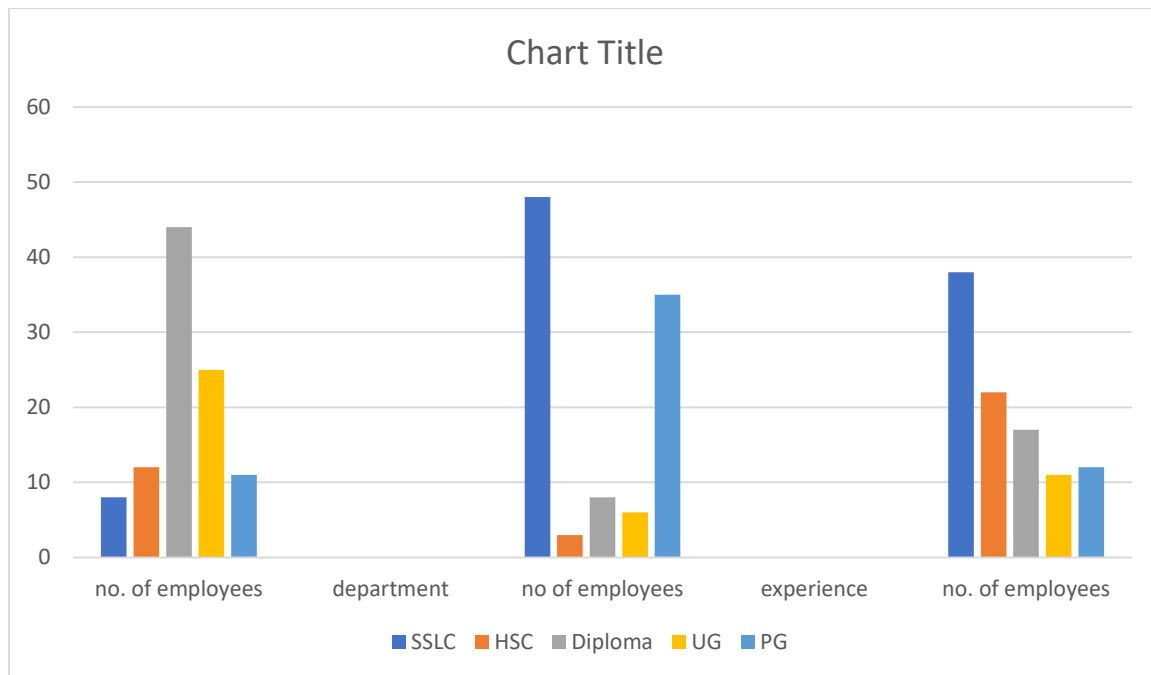
**CHART 2:****Inference:**

Age below 20 are 10%, 20-30 are 40%, 30-40 are 25% and above 40 are 15%. Below 10,000 are 27%, 10000-15000 are 37%, 15000-20000 are 23% and above 20000 are 13%.

**TABLE 3: EDUCATIONAL, DEPARTMENTAL & EXPERIENCE**

Educational	SSLC	HSC	Diploma	UG	PG
No. of employees	8	12	44	25	11
Department	Production	HR	R & D	Accountant	Others
No. of employees	48	3	8	6	35
Experience	0-1 Years	1-3 Years	3-5 Years	5-7 Years	Above 7 Years
No. of employees	38	22	17	11	12

Source: primary data

**CHART 3:****Inference:**

Coming to the experience 0-1yr are 38, 1-3yr are 22%, 3-5yr are 17%, 5-7yr are 11% and above 7yr are 12% and finally in SSLC having 8%, HSC having 12%, diploma having 44%, UG having 25%, and PG having 11%. Department in Production having 48%, HR having 3%, R& D having 8%, accounts 6% and others 35% are working in organizations.

**CONCLUSION:**

This study shows that the purpose of an appraisal should be improve the employees and the organizational performance. The system must be based on deep regard for people and recognize that employees are the most important resource. Finally, the findings of this research indicated many areas to be improved in the appraisal system such as the use of explicit evaluation criteria, an open and sincere feedback, a greater senior management support, a process perceived a being fair by employees and finally a structure in which improvements in performance appraisals may be facilitated.

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