

PERFORMANCE APPRAISAL IN M/s. TRICHY STEEL ROLLING MILL

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Abstract

This study is conducted on performance appraisal in M/s. Trichy Steel Rolling Mill Limited. The data were collected from both primary and secondary sources. 100 samples were selected among the workers. The primary data were collected by the interview method. The study is mainly based on the secondary data collected from the books, records, reports and journals. The main objective of this study is to analyse the employees' satisfaction with the prevailing performance appraisal method in M/s. Trichy Steel Rolling Mills Limited; and to study the attitude of employees towards the management of M/s. Trichy Steel Rolling Mills Limited. The study concludes that a strong work force who are professionally competent and knowledgeable of and have a through quality of work and efficiency in doing their job. The employees are loyal to organization and job. The employees have a higher satisfaction with prevailing method of performance appraisal. They are also satisfied with workload and safety measures.

Keywords: Appraisal, attitude, performance, satisfaction and safety measures.

1. Introduction

A main concern of a manager is to ensure organization effectiveness only by guaranteeing the full utilization on human resources available through the individual employee under the guidance. Hence, there is a need for monitoring and measuring the performance of employees. In this study, the researcher is focused on performance appraisal of the workers in M/s. Trichy Steel Rolling Mills Limited.

2. Objectives of the Study

The study is undertaken with the following objectives.

1. To analyze the satisfaction of employees with the prevailing performance appraisal method in M/s. Trichy Steel Rolling Mills Limited.
2. To study the attitude of employees towards management of the M/s. Trichy Steel Rolling Mills Limited.
3. To find out the employees' workload and safety measurements in M/s. Trichy Steel Rolling Mills Limited.

3. Methodology

The study is an empirical study. The data were properly collected and analyzed through percentage analysis and chi square analysis.

4. Data Collection

The data were collected from both primary and secondary sources. 100 samples have been selected among the workers. The primary data were collected by the interview method. The study is mainly based on secondary data collected from the books, records, reports and journals.

5. Findings

1. About 50 per cent of the employees expressed as “good” with the performance of their boss. 54 per cent of the respondents feel “poor” about their salary and increment.
2. Nearly 60 per cent of the respondents say “poor” about their promotional opportunity. 81 per cent of the respondents expressed as “good” about their feedback given by managers and supervisors.
3. 83 per cent of the respondents say “good” about quality of work, accuracy and efficiency in work. 77 per cent of the respondents feel “good” about their attitude towards work.
4. Around 69 per cent of the respondents say “good” about their work load. 77 per cent of the respondents say “good” on the safety measures. 63 per cent of the respondents expressed as “good” about their mental ability.
5. Professional competence and knowledge of the respondents is dependent of their age groups. Promotional opportunity is dependent of their age groups.
6. Job satisfaction of employees is dependent on their educational qualification. Job satisfaction is dependent on their experience.
7. Promotional opportunity of the respondents is dependent on their experience. Management cooperation is dependent on employees’ experience. Safety measure is dependent on their experience. Safety measure is dependent on employees’ income.

6. Suggestions

1. The management of the company must take steps to maintain the process by which it keeps up employees’ competence and knowledge.
2. The company shall take necessary steps by imparting training to the employees.
3. The management must follow the methods, procedures and steps to maintain the employee performance and to improve it.
4. The management should have a constant look to increase the loyalty of the employees towards management and job. The management should maintain and improve the employee performance.

5. According to employees, their salary, increment, relationship with boss and promotional opportunity are poor. Therefore, the management must take care of their problems.

7. Conclusion

The employees of M/s. Trichy Steel Rolling Mills Limited are professionally competent, knowledge able and have a through quality of work and efficiency in doing their job. They are loyal to the organization and job. They are highly satisfied with the prevailing performance appraisal system, workload and safety measures. They have excellent attitude towards management. Thus, the performance of M/s. Trichy Steel Rolling Mills Limited is an encouraging one.

8. References

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