



A STUDY ON PERFORMANCE APPRAISAL OF EMPLOYEES IN AKASHVANI MYSORE CITY.

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Abstract

Performance Appraisal is a cycle for assessing and reporting how well a representative is doing their work. It is essential for an organization's exhibition the executive's framework. Execution evaluations depend on the representative's advancement against objectives set once every year with their chief. For understanding that Akashwani Mysuru organization is studied. It is an empirical paper both primary and secondary data are used in the paper. Sixty one convenient samples contract employees are studied in the paper. The statistical tool used in paper is SPSS Software. Reliability test, percentage analysis the data. The nine performance appraisal methods analyzed. After the analyses the results indicate that Merit method is most popular method used in performance appraisal.

Key words: Performance appraisal . grading ,Individual, merit and expectation.

Performance appraisals are an ordinary survey of a worker's work execution and commitment to an organization. Execution examinations are additionally called yearly audits, execution surveys or assessments, or worker evaluations.

Assuming that you're ready to go for yourself, running what adds up to a one-individual show, most would agree that you will have a smart thought of how well you're doing. Be that as it may, assuming that your business has anything from 1,000 workers to only one individual, there will continuously be an issue of how well they perform. That is the reason it's imperative to have a goal method for assessing representative execution. So today, we're discussing execution examinations.

A presentation evaluation is a methodical and intermittent course of estimating a singular's work execution against the laid out prerequisites of the gig. It's an emotional assessment of the worker's assets and shortcomings, relative worth to the association, and future improvement potential.

Execution examinations are likewise called execution assessments, execution audits, advancement conversations, or worker evaluations.

On the off chance that you direct an effective execution evaluation, you can make sense of what the worker really does best and recognize regions that require improvement. Examinations additionally prove to be useful for choosing how to fill new situations in the organization structure with existing workers.

HR (HR) divisions regularly make execution examinations as a device for representatives to progress in their professions. They give individuals criticism on how well they are taking care of in their responsibilities, guaranteeing that they are overseeing and accomplishing the objectives set for themselves and helping them assuming they miss the mark.

Execution assessments help with deciding how to disseminate an organization's restricted financial plan for giving out motivators, like raises and rewards. Likewise, they give organizations an instrument to distinguish the laborers who have made the most commitments to their development so they may suitably remunerate their top entertainers.

Execution surveys likewise help representatives and their directors in recognizing regions for development and professional success, as well as in fostering a system for the worker's improvement through additional preparation and greater obligation.

Execution evaluations fill a double need for the two associations and representatives.

For associations: worker evaluations give knowledge into a representative's commitment, empowering the executives to work on working circumstances, address social issues, perceive worker abilities, support expertise and profession advancement, and further develop vital navigation.

For workers: execution surveys are a method for perceiving and say thanks to them for their accomplishments, track down open doors for advancements or rewards, assist them with getting preparing or training to propel their vocations, track down regions where they can improve, energize and include them in their profession advancement, and begin discussions about long haul objectives.

To understand performance appraisal Akashvani Mysore was studied. The first sound broadcasting on the radio was first started in the year 1927 owing to the efforts made by the private radio clubs that existed in the early days of the colonial rule. The station officially was converted into a government organization in the year 1936

broadcasting its programs in the chief cities of the country. The same year, the Akashvani Mysore was established on the efforts made by the renowned professor of psychology in the Mysore University, Dr. M.V. Gopaldaswamy. The radio fell under the supervision of the government in the year 1941 while the official name of the All India Radio was adopted in the year 1957. the programs at 100.6 MHz frequency in the city of Mysore.

Literature Review

Paul E. Levy et.al ,(2004), the author has discussed about the changes that has taken place in the field of Performance appraisals. traditional conceptualization is widened, feedback environment or feedback culture is given more importance and technology, HR strategies has impacted a lot.

Peter Prowse et.al ,(2009), it is an review paper the author has discussed about what need to be focused to improve performance appraisal .Proper psychological approach of analysis and a more critical realization of appraisal, re-evaluating the challenge to remove subjectivity and bias in judgment.

Dr. Muhammad Zahid Iqbal et.al ,(2015), author focus that when we do the performance appraisal effectiveness of performance appraisal frame work need to be adopted. It need to focus on purposefulness, fairness, and accuracy, and identifies their relationships with ratee reactions. Some times

Angelo S. DeNisi et.al ,(2017),in this paper is a review based paper after review on Performance appraisals they have come up with eight substantive areas scale formats, criteria for evaluating ratings, training, reactions to appraisal, purpose of rating, rating sources, demographic differences in ratings, and cognitive processes. the Performance appraisal need to be done on self-appraisal or self-evaluation. organizations should ensure that the number of workers being evaluated by a rater should not be too large, so that he can have enough time to do a thorough job on each person.

IFEANYI MARTINS NWOKEOCHA (2024), in this paper the author focuses on how the performance appraisal needs to be done in the organization. It is based on secondary data. Performance appraisal does not only promote organizational performance but provides potency in determining employee capacity, skills acquisition, and experience for organizational growth.

Erialdy (2024), in this paper author discuss that Tirta Kerta Raharja is a company that has a good performance in terms of finance, service, and human resources with the title of first national PDAM with the best performance in 2019 and 2020. Based on this information we did the review on performance individual performance management is

considered important in a company for achieving the goals. Company performance is inseparable from individual's role in carrying out their job duties as the driving force for running of the company.

Muhamad Firdaus et.al (2024), the author in this paper has develop a model based on 360° Feedback, and GE McKinsey 9 Box Matrix (GE Matrix), using Design Science (DS) research approach This represents a novel contribution to the research. The implementation of the Design Science Research Method (DSRM) is described in the paper.

OBJECTIVE OF THE STUDY

- To understand performance appraisal
- To identify which method is most used in performance appraisal

RESEARCH METHODS

The need of the study was to identify reason for change of job, quantify the connection between variables. Both qualitative and quantitative method was used in the paper.

RESEARCH DESIGN

The research design used in the paper is descriptive, using the survey method. Descriptive research accurately and systematically describes the characteristics or behaviour of an observed phenomenon or a particular population.

SAMPLE DESIGN

Non parametric , convenient sampling was used for the paper.

SOURCE OF DATA

Data was collected from both primary and secondary sources. Primary data was collected through structured questionnaire was given to employees of Akashwani Mysuru branch. The secondary data was extracted from different journals, publishers and websites.

SAMPLING UNIT

Karnataka soap and detergents Limited in Mysore was the sampling units used in this paper.

SAMPLE SIZE

Sixty one employees of Akashwani Mysuru choosen from all the levels of department.

STATISTICAL TOOLS ADOPTED

The reliability test and percentage analysis.

Table-1

Reliability Statistics	
Cronbach's Alpha	N of Items
.738	09

sourced from :primary data

Table -1

Individual-based					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	40	19.7	19.7	19.7
	No	60	80.3	80.3	100.0
	Total	61	100.0	100.0	

The above **Table 1** show that among respondents, 40(19.7) were say yes and 60 (80.3%) were say No .

It can be observed that method of performance appraisal applied in the organization is individual based. Eight percent of employee do not agreed on that statement

Table -2

Team-based					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	12	19.7	19.7	19.7
	No	49	80.3	80.3	100.0
	Total	61	100.0	100.0	

The above **Table 2** show that among respondents, 40(19.7) were say yes and 60 (80.3%) were say no .

It can be observed that method of performance appraisal applied in the organization is team based. Eight percent of employee do not agreed on that statement.

Table -3

360-degree feedback					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	12	19.7	19.7	19.7
	No	49	80.3	80.3	100.0
	Total	61	100.0	100.0	

The above **Table 3** show that among respondents, 40(19.7) were say yes and 60 (80.3%) were say no .

It can be observed that method of performance appraisal applied in the organization is **360-degree feedback**. Eight percent of employee do not agreed on that statement

Table -4

Managing performance throughout the year					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	9	14.8	14.8	14.8

	No	52	85.2	85.2	100.0
	Total	61	100.0	100.0	

The above **Table 4** show that among respondents, 9(14.8) were say yes and 52 (85.2%) were say no .

It can be observed that method of performance appraisal applied in the organization **Managing performance throughout the year**. Eight five percent of employee do not agreed on that statement.

Table -5

Behavior-oriented rating methods					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	12	19.7	19.7	19.7
	No	49	80.3	80.3	100.0
	Total	61	100.0	100.0	

The above **Table 5** show that among respondents, 12(19.7) were say yes and 49 (80.3%) were say no .

It can be observed that method of performance appraisal applied in the organization **Behavior-oriented rating methods** . Eight percent of employee do not agreed on that statement.

Table -6

Result-oriented rating methods					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	12	19.7	19.7	19.7
	No	49	80.3	80.3	100.0
	Total	61	100.0	100.0	

The above **Table 6** show that among respondents, 12(19.7) were say yes and 49 (80.3%) were say no .

It can be observed that method of performance appraisal applied in the organization **Result-oriented rating methods**. Eight percent of employee do not agreed on that statement.

Table -7

Merit					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	55	90.2	90.2	90.2
	No	6	9.8	9.8	100.0
	Total	61	100.0	100.0	

The above **Table 7** show that among respondents, 55(96.2) were say yes and 6 (9.8%) were say no .

It can be observed that method of performance appraisal applied in the organization **Merit**. Nighly percent of employee agreed on that statement.

Table -8

Grading					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	9	14.8	14.8	14.8
	No	52	85.2	85.2	100.0
	Total	61	100.0	100.0	

The above **Table 8** show that among respondents, 9(14.8) were say yes and 52 (85.2%) were say no .

It can be observed that method of performance appraisal applied in the organization **Grading**. Eight five percent of employee do not agreed on that statement.

Table -9

Other method					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	9	14.8	14.8	14.8
	No	52	85.2	85.2	100.0
	Total	61	100.0	100.0	

The above **Table 9** show that among respondents, 9(14.8) were say yes and 52 (85.2%) were say no .

It can be observed that method of performance appraisal applied in the organization other methods. Eight five percent of employee do not agreed on that statement.

FINDING AND DISCUSSION.

From the above analysis it is found that merit method is the most applied method in the Akashvani Mysore. Performance appraisal is the most important aspect of the employee job. every employee join the organization keeping in mind that he need to do better job in the organization for which he is working. We can see that after impact of globalization it has been a major challenge for the Radio to survive in the business. The technological change which happened in India due to LPG liberalization privatization and globalization. the customer are exposed to different types of environment in the world. keeping the expectation of consumers making the programs which are allied to all age group is the major task for Akashvani. Today the concept of radio has been exposed to more of entertainment oriented. But we can see that Akashvani has been brave to face the challenges posed the LPG liberalization privatization and globalization. The impact of technological evolution, innovation and invention. Akashvani is still able to give the best programs to the society. Which are of more meaningful and supporting the human beings to developed themselves in all areas. That shows that merit method of Performance appraisal is one of the best methods for doing Performance appraisal for Akashvani Mysore employee.

CONCLUSION

We see that for survival of any organization employee play a major role. Employee are the people who make the organization reach top position. After understanding about the Performance appraisal method . We can say that merit method of appraisal method system is followed. In spite of many challenges, competition and variation Mysore Akashvani is able to be their in the business. By providing very relevant programs for kids, children, youth , middle age and old age people. the programme for farmers, job programme for youth and current problems oriented programme , innovation and invention oriented programme, music programme , news all are show cased in radio with very effective manner which indicated that employee performance , dedication, innovation , motivation has been very positive. Employee feel happy with merit system of performance appraisal. the performance appraisal has positive impact on the employees.

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