



A LOOK ON PERFORMANCE APPRAISAL AT MYSORE PAINTS AND VARNISH LTD.

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Performance Appraisal is a method of surveying and revealing how well a delegate is taking care of their responsibilities. It is fundamental for an employee presentation the chief's system. Execution assessments rely upon the delegate's headway against targets set once consistently with their boss. For understanding Performance Appraisal , Mysore Paints And Varnish Ltd is studied. It is an empirical paper both primary and secondary data are used in the paper. Twenty seven convenient samples employees are studied in the paper. The statistical tool used in paper is SPSS Software. Reliability test, percentage analysis of is done. The seven performance appraisal methods are analyzed. After the analyses the results indicate that Merit and grading method is most popular method used in performance appraisal.

Key words: Performance appraisal . grading ,Individual, Merit and Expectation.

The expression "Performance Appraisal " alludes to an organized and ordinary survey of a representative's work execution, surveying how well their work lines up with the set work measures. This cycle recognizes qualities, regions for development, and the representative's general worth to the association, while likewise making arrangements for future development and improvement. Execution examination is the deliberate cycle associations use to assess and evaluate representative work execution. Execution examinations are likewise called execution assessments, execution surveys, advancement conversations, or worker evaluations.

Assuming you lead an effective exhibition evaluation, you can make heads or tails of what the worker truly does best and distinguish regions that require improvement. Evaluations additionally prove to be useful for choosing how to fill new situations in the organization structure with existing representatives. An exhibition evaluation is a methodical, general and occasional cycle that surveys a singular worker's work execution and efficiency comparable to specific pre-laid out measures and hierarchical objectives. Different parts of individual representatives are considered too, like hierarchical citizenship conduct, achievements, potential for future

improvement, qualities and shortcomings, etc. To an organized and standard survey of a representative's work execution, evaluating how well their work lines up with the set work measures. This cycle recognizes qualities, regions for development, and the representative's general worth to the association, while additionally making arrangements for future development and advancement.

Performance Appraisal is the precise cycle associations use to assess and survey representative work execution. Performance Appraisal are likewise called execution assessments, execution surveys, advancement conversations, or representative evaluations.

In the event that you lead a fruitful exhibition examination, you can make sense of what the worker truly 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.

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), 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 strength in determining employee capacity, skills acquisition, and experience for organizational growth.

Erialdy (2024), in this paper author discuss about 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.

To understand Performance Appraisal Mysore paints and varnish Ltd is taken for the study. Information regarding Mysore paints and varnish Ltd is given below.

The Mysore paints and varnish Ltd was established in the year 1937 by king of Mysore Nalwadi krishnaraja wodeyar. The ink is prominently manufactured which is used or know as voter's ink. MPVL indelible ink has demonstrated over 4.5 billion citizens both in India and over the world. The primary client for the permanent ink is election commission of India and a portion of the far off nations like Nepal, Cambodia, Turkey, South Africa, Nigeria and so forth.

PROBLEM STATEMENT

Every company has performance appraisal done. What is the critical path is understanding perception of employee towards performance appraisal. So Mysore Paints And Varnish Ltd employee are studied.

OBJECTIVE OF THE STUDY

- To understand about Performance Appraisal.
- To identify which method is most used in Performance Appraisal..

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 Mysore paints and varnish Ltd Mysuru branch. The secondary data was extracted from different journals, publishers and websites.

SAMPLING UNIT

Mysore paints and varnish limited in Mysore was the sampling units used in this paper.

SAMPLE SIZE

Twenty seven employees of Mysore paints and varnish limited in Mysore were choosen from all the levels of department.

STATISTICAL TOOLS ADOPTED

The percentage Analysis.

Table -1

Which method of performance appraisal is implemented in the organization					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Merit	10	37.0	37.0	37.0
	Grading	6	22.2	22.2	59.3
	Both	11	40.7	40.7	100.0

Which method of performance appraisal is implemented in the organization					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Merit	10	37.0	37.0	37.0
	Grading	6	22.2	22.2	59.3
	Both	11	40.7	40.7	100.0
	Total	27	100.0	100.0	

The above **Table 1** show that among twenty seven respondents, 10(37.0%) were say merit and 6 (22.2%) were say Grading and 11 (40.7%) say both.

It can be observed that method of performance appraisal applied in the organization is both . Forty percent of employee do agreed on that statement

Table -2

Do you receive any increment in your salary after performance Appraisal					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	25	92.5	92.5	92.5
	No	2	7.4	7.4	100.0
	Total	27	100.0	100.0	

The above **Table 2** show that among twenty seven respondents, 25(92.5%) were say yes and 2 (7.4%) were no.

It can be observed that method after performance appraisal applied in the organization .Nightly two percent of employee agreed on that statement.

Table -3

Do you think performance appraisal helps people set and achieve meaningful goals					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	25	92.6	92.6	92.6
	No	2	7.4	7.4	100.0
	Total	27	100.0	100.0	

The above **Table 3** show that among respondents, 25(92.6%) were say yes and 2 (7.4%) were say no .

It can be observed that method of performance appraisal applied in the organization helps people achieve meaningful goals . Nightly two percent of employee do agreed on that statement.

Table -4

Do you think performance appraisal give constructive criticism in a friendly and positive manner					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	24	88.9	88.9	88.9
	No	3	11.1	11.1	100.0
	Total	27	100.0	100.0	

The above **Table 4** show that among respondents, 24(88.9%) were say yes and 3 (11.1%) were say no .

It can be observed that method of performance appraisal give constructive criticism in a friendly and positive manner. Eighty eight percent of employee do agreed on that statement.

Table -5

Do you think performance appraisal improves motivation and job Satisfaction					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	24	88.9	88.9	88.9
	No	3	11.1	11.1	100.0
	Total	27	100.0	100.0	

The above Table 5 show that among respondents, 24(88.9%) were say yes and 3 (11.1%) were say no .

It can be observed that method of performance appraisal improves motivation and job Satisfaction. Eighty eight percent of employee do agreed on that statement.

Table -6

Do you think performance appraisal helps to change behaviour of Employees					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	21	77.8	77.8	77.8
	No	5	18.5	18.5	96.3
	May be	1	3.7	3.7	100.0
	Total	27	100.0	100.0	

The above **Table 6** show that among respondents, 21(77.8%) were say yes ,5 (18.5%) were say no and 1(3.7%) say may be.

It can be observed that method of performance appraisal helps to change behaviour of Employees. seventy seven percent of employee do not agreed on that statement.

Table -7

In your opinion Performance Appraisal system of your organization is related to which of the following					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Recruitment System	6	22.2	22.2	22.2
	Organizational Culture	6	22.2	22.2	44.4
	Motivation	15	55.6	55.6	100.0
	Total	27	100.0	100.0	

The above **Table 7** show that among respondents, 6 (22.2%) say Recruitment System , 6 (22.2%) says Organizational Culture and 15 (22.2%) says Motivation

It can be observed that method of performance appraisal applied in the organization is connected to motivation . Fifty five percent of employee do agreed on that statement.

FINDING AND DISCUSSION.

From the above analysis it is found that merit and grading method is the most applied method in the Mysore paints and varnish Ltd. Performance appraisal is the main part of the employee work. each employee join the association remembering that he really want to improve work in the association for which he is working. We can see that after effect of globalization it has been a greater change in method of performance appraisal. The employee of Mysore paints and varnish Ltd have given a positive response towards the method of merit and grading. we see even today the company is manufacturing a good quality of ink to government of India and their other customer. It clearly indicate that better motivation towards work.

CONCLUSION

We see that for endurance of any association worker assume a significant part. worker are individuals who make the association arrive at top position. Subsequent to figuring out about the exhibition examination strategy. We can say that merit and grading strategy for evaluation technique framework is followed. Regardless of many difficulties, contest and variety .Mysore paints and varnish Ltd was established during 1937 by Nalwadi Krishnaraja Wodeyar know in 2024 which is 87 year old company it has gone though many challenges but still has its positive impact . The quality of ink produced has maintained its high quality. It possible only with help of employee. employee feel comfortable with merit and grading system of performance appraisal.

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