

A STUDY ON PERFORMANCE APPRAISAL SYSTEM

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1. INTRODUCTION:

Due to state officials, recognition of the growth of the training program, paid or reduced, or moved them to worry about employees, all determined by the decision of the management evaluation.

Assessing the performance of employees and having the ability and strength of workers and their managers or professional evaluation is systemic. calculations or just a good reputation, the value of a person or an object or situation. This group, classification, and those associated with the development and results of the data analysis process. Purposes and objectives of the evaluation management system standards have been developed. Executive Management uses several collaborators: definition of objectives and planning, job evaluation, performance evaluation, and human history.

You can evaluate the performance of officers and unofficial. The official system used for regular retention meetings to discuss worker performance. It often informally assess the performance of lottery information workers. Many organizations use the official price. Some organizations, with different prices for different types of employees or for evaluation purposes, have been using more than one system. Organizations that request relevant operating standards and open workers. To assess the value of the six main criteria are: quantity, quality, time and cost efficiency, monitoring is necessary and they influence each other. Where to measure the impact of donations - not the character of men, evaluate the business.

Understanding the research process and evaluating the effectiveness of policies have contributed to reducing the possibility of it.

Job evaluation is a way to check properties, usually, equity and quality. It is the responsibility and opportunity of the workers to evaluate the characteristics and purposes in a systematic way. He roads and how to make an action plan to improve employees accidentally including identification and communication.

Performance evaluation can be carried out to assess employee performance or develop. There are two types of evaluation: the salaries of employees of the relevant information for decision-making and the use of personnel, advertising, etc. Objectives developed, with the objective of discovering the strengths and weaknesses of the organization; Promoting the father-son relationship is good; for employees and their future development / instructional possibilities.

Importance of Performance Appraisal

- Evaluate the effectiveness of all work.
- work with knowledge and skills to identify strengths and weaknesses;
- The child's role in determining, if possible,
- Education and development to identify future needs,

- Review Progress towards goals and objectives
- to determine if you are ready to sell,
- develop growth, support, and guidance.

Objectives of Performance Appraisal -

To meet the evaluation and performance needs of individual program organizations. Good governance is the basis for workers. Evaluation of the entire exhibition is as follows:

- It is possible to achieve the desired results so that the support staff to deal with the weakness and strengths of theirs.
- To close the worker's information and guidance.
- helps develop and promote the growth of its development staff to achieve its objectives.
- Payment system (salary, transfer, promotion, management increases due to lack of democracy or services) and to provide a free subscription.
- Help a worthy organization, culture, and culture.
- Help to breathe only for the purpose of identification and education
- The creation of the necessary information in an effective, independent and legitimate way.

Types of Performance Appraisal-

There are two types of systems commonly used in the organization::

1. **Close-ended appraisal system-** an employee of this system gives a secret

report on the state of the body and is often used as a public company. In this system, the advantages and disadvantages of the main features confirm human nature and do not allow you to make a decision.

2. **Open ended appraisal system-** The systematic evaluation and interpretation of this system, and discussed with it in person, and the standard will be five or ten marks. The use of these devices, the company, in particular, seemed like a good artist or a campaign, gave the prize. It is stored for all the disadvantages of the common regime, to some extent, which must be paid to good management, and good things in general, the average of the players without any effort, and exhortations. Another drawback of the evaluation system is not enough, because people are confirmed by the information. Another weakness of the grading system is that the appraisal may turn out to be more subjective in nature due to insufficient data maintained on the individual.

Six Steps of the Performance Appraisal Process-
Evaluation of the effectiveness of the process is one of several searches. However, the work will help managers and employees understand productive evaluation. "The name of the city of Dallas, the leaders of Texas to evaluate the work of one of the main objectives of the program is active. The objective of this, it seems that doing a good job and the future employee is to develop knowledge and skills to meet the needs of teachers who are working with the Division.

2. RESEARCH METHODOLOGY

Problem:

This survey to determine the methods of performance evaluation and employee satisfaction. Country study of literature price 360 technology and Watson Wyatt is very good (in 2001, according to confirmed reports that the non-TST (HCI).

Rationale of problem:

The following is causing interference.

- Comment C-360, as an approach to evaluation, has confirmed that this is not very good.
- evaluation of the performance of the system confirmed.

Variable:

The main difference between this study and evaluate its performance. Knowing the effectiveness of this technology, research on the methods used in the evaluation of these three companies has been designed to measure and compare the level of employee satisfaction.

Objective:

The main objective of the study was to measure and evaluate the work of the executive and employee satisfaction, performance evaluation and comparison of study methods..

Scope of the Survey: - This work is done to determine the number of SDSR services, performance evaluation, you are happy and happy with the system and environmental organizations.

Research Design

According to the research, the design study is a simple and transparent system or program for the management of data collection and analysis. Those scientific research workers must have the same information that was used in this project.

The levels of satisfaction for the service project implemented SDSR, but the new findings, we believe this study as a kind of "unfounded" SDSR SERVICES.

Area of Information

The information must be in a certain area of research:

- Organizational System
- Supervision

- Role Clarity

Psychological Tool

This study uses the tools of psychology:

Employees Performance Appraisal Those scientific research workers must have the same information that was used in this project.

Sample Size: the organizational model research of each organization will be done in 100 participants. All the answers are the executive directors of the organization.

Message design and organization. Part of the model, there is a questionnaire for each employee. This research organization is carried out.

Precautions:

- This article uses the example in a simple way in a "simple" way.
- organization answered the questionnaire directly. Interview with all questions.

RESEARCH DESIGN:

"Design program for research or study, collection and analysis of data," said in a statement. In general, a standard research project will attempt to this issue::

- (A) Specify the structure of the data
- (B) the introduction to the method of data
- (C) c) identification of sources of information
- (D) identification and collection of data
- (E) d) Problems that followed
- (F) a model plan design

(1) Explorative Research Design:

If you want to know more about the research problem that was not introduced. This research will help identify and solve problems, as well as the development of a concept that would, if for

example the end of the subject to be tested later. The main objective is to identify the causes of problems, and one of them does not fully recognize the need to take advantage of research projects and work.

(2) Conclusive Research Design:

A formal understanding of business research and marketing to get accurate information about that decision.

These studies can be either:

- a) Descriptive or
- b) Experimental

So the research to design research complex is also perfect.

SAMPLING PLAN:

Sample Size = 50 Employees

Duration = 6 Weeks

3. DATA ANALYSIS & INTERPRETATION

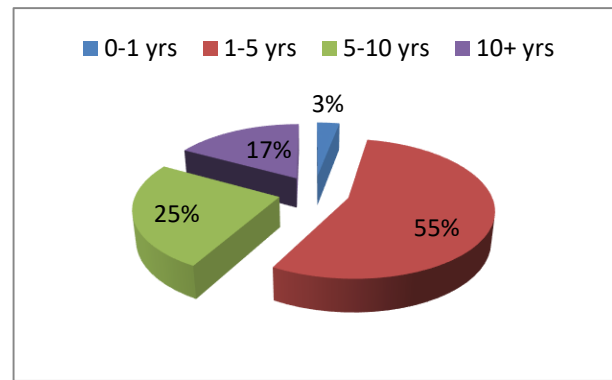
When responding to work RSHR.

This question was asked to be in the works RSHR. Employees of the company or not, we are satisfied with the work, so you know that they work longer, in teaching, in the organization.

Table 1: Duration of work period in RSHR SERVICES.

Particulars	No. of respondents	Percentage of respondents
0-1 yrs	3	3%
1-5 yrs	55	55%
5-10 yrs	25	25%
10+ yrs	17	17%
Total	100	100%

Chart 1: Duration of work in RSHR SERVICES.



3% of the responses to struggle with RSHR Serbest. We are less than a year. 55% of the consideration with RSHR. 01-05 May. 55% of the consideration with RSHR. 5-10 May. Around 25% of people who use a given RSHR. 10.

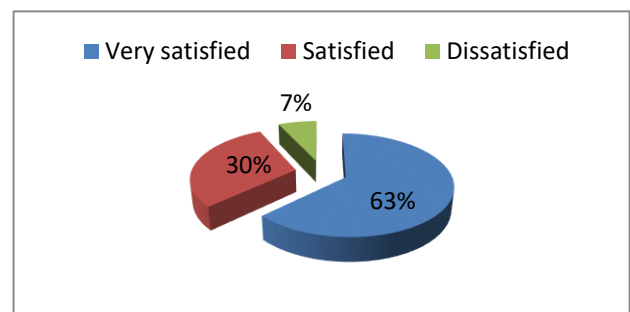
The level of satisfaction and purpose are set in the early

This question was asked by the staff RSHR. They will have to compromise, they began to clear, the purpose of the study is to satisfy the borrower/employees.

Table 2: Extent of satisfaction

Particulars	No. of respondents	Percentage of respondents
Very satisfied	63	63%
Satisfied	30	30%
Dissatisfied	7	7%
Total	100	100%

Chart 2: Extent of satisfaction.



That first year, 63% of the poll have demonstrated purpose and goals and this award. That first year, 30% of those who have given to set goals and objectives for the reward. Since the beginning of the year, 7% of respondents have given the purpose and objectives of the work.

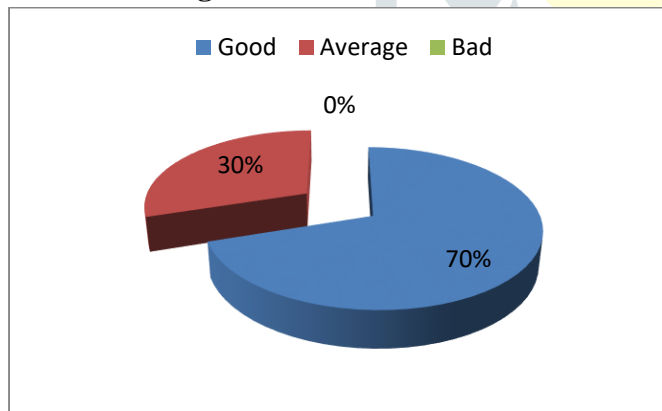
PA strategy and business plan evaluation-

This question was asked by the staff RSHR. PA strategies and programs based on different standards are set by the organization.

Table 3: Rating of the PA strategies.

Particulars	No. of respondents	Percentage of respondents
Good	70	70%
Average	30	30%
Bad	0	0%
Total	100	100%

Chart 3: Ratings of PA strategies.



70% of respondents consider the strategy performance evaluation is good. Thirty percent response performance appraisal in a way that is meaningful. One strategy is to quickly deal with the evaluation of performance.

An evaluation strategy such commonplace and will not be necessary.

The problem was addressed when the strategy for evaluating the performance of employees is given to employees.

4. FINDINGS OF THE STUDY

FINDINGS

(A) honesty and good work to increase participation in the program.

(B) A large part to run normally during and after preparation

1) Organization climate-

- The purpose of the card is priceless.
- Good strategy and a good match.
- All goals and strategies are the same.
- Employees know what is required.
- Comments treated by energy management is appropriate.
- rewarded by the offers.
- There is a problem with patient and staff management.
- the results will lead to a good increase in the campaign.
- training and development program is very bad and not good.
- The main objective of the evaluation system, followed by the company.

SUGGESTIONS

- vigorous exercise for your task.
- free decision.
- payment of duty.
- The process followed is open to all employees.
- ensuring a clear interest.
- Results are derived from the translation award must be paid to the employee.
- After the official and said to him.
- To make room for decision making.
- Awards for work.
- resurrection and life.

- Provide quality education and development finance financially.
- Comments staff had recommended that fits in a special time.
- Suggestions and approaches must be encouraged.
- A performance evaluation system must be used for many business cycles.
- help them immediately in front of the base to improve all employees.
- with the aim to enhance employees.
- there must not be more emphasis on the development of the company.

Annual Performance Appraisal System is prevailing in the organization

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5. CONCLUSION

RSHR success of the evaluation survey in the area of personnel and the opportunity to explore and evaluate the impact of the system closely.

for people who work in the organization and ways to effectively do my job, to my knowledge. This job does not only help people to learn about the impact of physical work but also help costs.

I evaluated the impact of the process and the different services through RSHR below, I learned about the importance of evaluating performance. Set this opportunity to help researchers as I understand the theory and management.

Project organization is also appealing from work during the summer to the staff trying to find the money. And others I now have learned about the importance of communication and the rise of knowledge. In short, this is a good education for me as a student.

personal interviews and discussions with staff and research, including tools, services, and first aid services RSHR with this. Than answer questions. 1, 2, 3, RSHR Services evaluated for potential-how and enthusiasm needs to know the organization and the price is acceptable. This means the Performance Appraisal System Organization efficiently.