



International Journal of Marketing Management

ISSN 2454 - 5007



www.ijmm.net

Email ID: editor@ijmm.net , ijmm.editor9@gmail.com

A PROJECT ON PERFORMANCE APPRAISAL WITH REFERENCE TO SRI VENKATA SAI MARUTHI PLASTIC PIPES PVT.LTD IN PRODDATUR

***B. NAGA LALITHA,¹ **S.SUDHESHNA²**

E-MAIL: bathalanagalalitha@gmail.com segu644@gmail.com

MOBILE NO:7995801213,7032610300 CORRESPONDING AUTHOR: S. SUDHESHNA

1. Student, Department of MBA, Chaitanya Bharathi Institute of
Technology (Autonomous) Proddatur.

2. Assistant professor, Department of MBA, Chaitanya Bharathi Institute of
Technology (Autonomous) Proddatur.

ABSTRACT

Performance of employee is a prominent element in the achievement and sustainability of organizations. The research aims to investigate goal achievement, innovation, team work. This study transverse the impact of various factors such as motivation, organization cultures, work environment, and personal development opportunities on employee performance. The result indicates the integrating final evaluation of employee work performance including a rating on their overall job performance, identification of their strengths and weaknesses, areas for the improvement. This study concludes that the performance appraisal can help organizations to achieve their goals, improve employee satisfaction and increase productivity.

KEY WORDS:

Performance evaluation, goal setting, skill development, career growth.

INTRODUCTION

Every society regularly evaluates the performance of individuals, teams and organizations. Appraisal procedures can be formalized and structured in some situations, but they can also be informal and an essential component of day to day operation in others. Generally, we know that lecturers assess students' performance, parents assess children's behavior, and we all periodically, purposely, assess our own behavior. One of the most difficult management tasks has been found to be performance appraisal. It is frequently a challenging charged process. Organizational life now includes performance reviews. Every company has a system in place for assessing employee performance. One of the earliest and most common management strategies is performance appraisal. This method produced an appraisal system that scored or assess employees based on their merits, such as initiative, reliability, individuality.

DEFINITION

Performance appraisal is a formal evaluation of employee's job performance over a specific period. It assesses their strengths, areas for improvement, achievements, and contributions to organizational goals. Performance appraisal is used for feedback, career development, promotions, salary adjustments, and performance improve planning.

IMPORTANCE OF PERFORMANCE APPRAISAL

1.Improves employee performance:

Provide feedback to employees enhance their skills and productivity.

2.Help in decision making:

Guide workforce planning, retention strategies, and role assignments.

3.Justify compensation and rewards:

Provide a basis for salary raises, bonuses, or incentives.

4.Support career development:

Help in promotions, skill development, and succession planning.

INFLUENCE FACTORS

1.Employee participation:

Involvement in goal- setting and self-evaluation increases engagement and accountability.

2.Frequency and consistency:

Regular appraisals help track progress and make timely improvements.

3.Clear performance standards:

Well defined job expectations and measurable goals ensure fairness.

4.Work environment:

Organizational culture, leadership style, and team dynamics influence performance assessments.

BENEFITS OF PERFORMANCE APPRAISAL

1.Strengthens organization culture:

Provide a culture of continuous feedback and development.

2.Clear goal alignment:

Ensures employees efforts align with organizational objectives.

3.Identifies training needs:

Highlight skill gaps and guides learning and development programs.

4. Enhances communication:

Encourages open discussions between employees and managers.

MAIN TYPES OF PERFORMANCE APPRAISAL

1. Trait based appraisal
2. Behavioral appraisal
3. Results based appraisal
4. 360-Degree feedback appraisal
5. Self-assessment appraisal
6. Graphic rating scale appraisal
7. Psychological appraisal
8. Forced ranking scale appraisal

REVIEW OF LITERATURE

PLUM (2023): Highlights that subjective evaluation can lead to unfair assessments, affecting employee morale and trust in the system. Additionally, inconsistent processes and lack of clear objectives are common barriers that hinder the effectiveness of performance appraisal.

BOTLEBO AND ALMEDIA (2022): Highlights that performance appraisal is an instrument used in decision-making process related to salary adjustments, training needs, and the identification of underperforming employees. They also play a crucial role in aligning individual performance with organizational goals, thereby enhancing overall efficiency.

SINGH (2022): Identifies issues such as inflated ratings, flawed performance standards, and lack of managerial support as common obstacles. These challenges often determine the credibility of the performance appraisal processes and hinder its effectiveness of performance appraisal.

U. SUPHAWADEE ET AL, (2015): The performance appraisal was an important instrument for human resource development the same as education as well as training. It was significant in the raise as well as the promotion rather than being used as an instrument for staff development truly. For the performance appraisal of secondary school teachers, under jurisdiction of local administrative organization in feedback consisted of 2 factors including: the feedback for those who were evaluated, and the feedback for school.

NADEEM.M ET.AL, (2014): Performance refers to the well-organized planning, achievement and accomplishment of the given task. It not only focuses on the achievement of goals but also the ways how the goals are achieved. Performance shows both behavior and achievement. It depends on a variety of questions and multidimensional ideas. In school organization, performance is not only about efficiency but also about behaviors and acts to achieve the goals.

JOSHI.M, (2013): Performance appraisal provides information which is highly useful in making decisions regarding various aspects such as promotions and merit rating. It is helpful in preventing grievances because it is a definite aid to management in promoting fairness. It provides accurate information which plays a vital role in the organization as a whole.

TUYTENS, M, DEVOS (2012): Performance appraisal is used internationally to improve employee performance, also in the education field. However, doubts exist about the effectiveness of performance appraisal. This study aims to contribute by expanding the knowledge about important context variables of performance appraisal in secondary education. In particular, the study aims to examine the role of both characteristics of the teacher performance appraisal system and the school leader for procedural justice and perceived feedback utility by teachers.

NEED OF THE STUDY

Performance appraisal is important because they help employees improve their performance and develop their potential. They also help organizations improve efficiency and make better decisions about employee compensation and development. It informs career development and succession planning, ensuring that employees are prepared for future roles and responsibilities. It fosters open communication and collaboration between employees and managers. It has a direct impact on organizational performance, driving business success and competitiveness.

SCOPE OF THE STUDY

- This study helps in evaluating an employee's job performance, skills, and contributions to organizational goals. It covers various aspects such as productivity, quality of work, team work, communication, and adherence to company policies.
- It also helps to identify strengths and areas for improvement, guide career development, and inform decisions on promotions, compensation, and training needs.
- It also foster employee engagement by providing feedback and setting future performance.
- The process may involve self-assessments, peer reviews, and managerial evaluations, ensuring a comprehensive and objective assessment of an employee's performance.

OBJECTIVES

- 1.To study how the organization is evaluating the employee performance.
- 2.To know how the employees are setting targets for future performance.
- 3.To know how the organization increases motivation for the employees to perform effectively.
- 4.To study how the organization is providing feedback to the employees regarding their past performance.
- 5.To identify strengths and weaknesses of employees to place right men at right position.

RESEARCH METHADODOLOGY

RESEARCH DESIGN TYPES

DESCRIPTIVE RESEARCH: It is a type of research that aims to systematically describe a phenomenon, situation or population without manipulating variables. It forces on answering questions like what, when, and how rather than explaining cause and effect relationships. Common methods include surveys, observations, case studies, and content analysis. It is often used in social sciences, Business, and marketing to understand characteristics, behavior, or trends.

COMPARITIVE RESEARCH: It is a type of research that analyzes similarities and differences between two or more subjects, such as groups, cultures, systems, or time periods. It aims to identify patterns, relationships, and variations to gain deeper insights.

SOURCES OF DATA

1.PRIMARY DATA: Primary data refers to original information gather directly from sources for a specific research objective. It is collected through various methods, including surveys and interviews.

2.SECONDARY DATA: Secondary data is a information that has available by other for purposes different from the current research.

SAMPLING METHOD

I prefer to use convenience sampling method and random sampling method for this project because of population is very large.

SAMPLING SIZE

The sampling size of the research is 100 employees of various departments.

STASTICAL TOOL

Simple percentage has been used to analysis the data; charts have been used to represent data in graphical form.

STASTICAL UNIT: Sri Venkata Sai Maruthi Plastic Pipes.

DATA COLLECTION AND ANALYTICAL TOOLS

Primary Data: Structured questionnaire

Secondary data: Websites, books, sri venkata sai maruthi plastic pipes

Sampling size:100

Sampling unit: Sri venkata sai maruthi plastic pipes

Sampling techniques: Convenience sampling method, Random sampling method

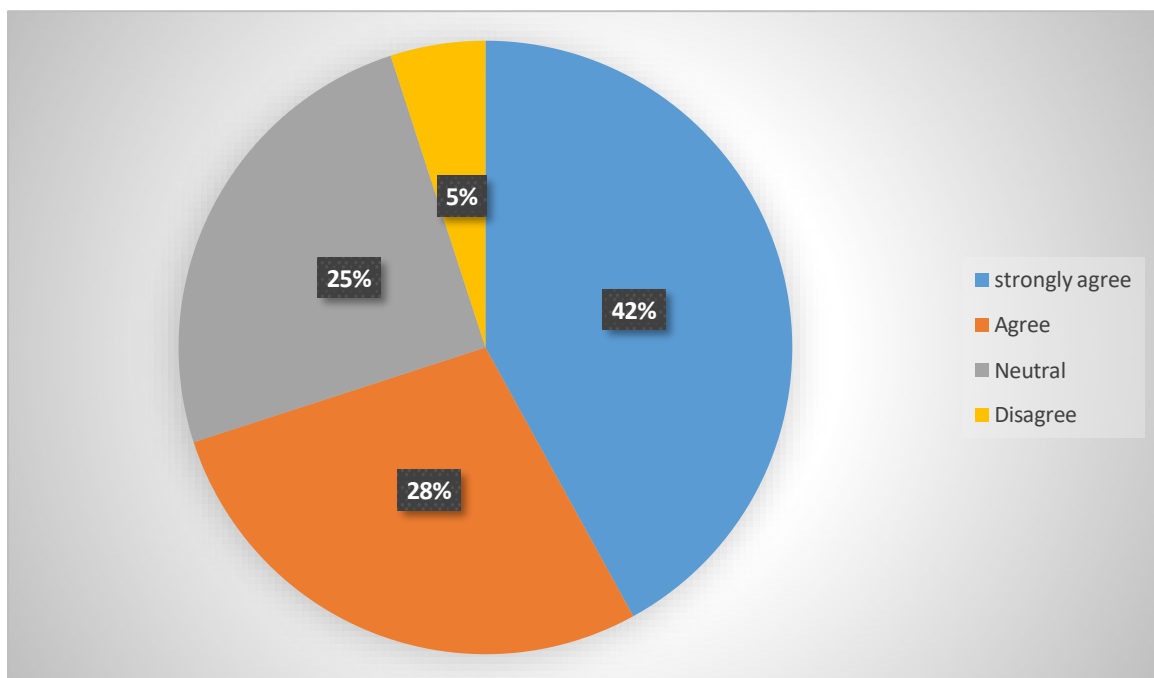
Data analytical tool: Simple percentage method

DATA ANALYSIS

1..To what extent do you agree with the following statement?

“Performance reviews directly influence promotions and career growth in this company”.

Opinion	No.of respondents	Percentage
Strongly agree	42	42%
Agree	28	28%
Neutral	25	25%
Disagree	5	5%
Total	100	100%

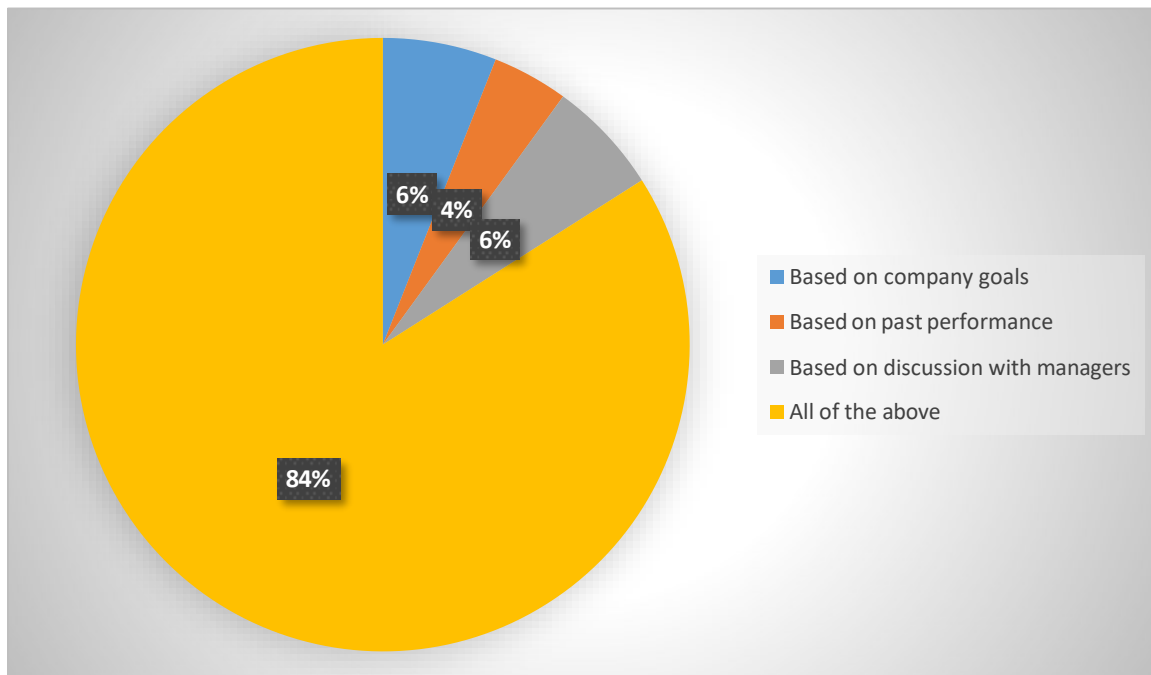


Interpretation

From the above data we can conclude that 42% of the employees strongly agree that the performance reviews do not directly influence promotions and career growth, 28% said that agree, 25% said that neutral, 5% said that disagree.

2.How are your performance targets set in the company?

Opinion	No.of respondents	Percentage
Based on Company goals	6	6%
Based on past performance	4	4%
Based on discussion with managers	6	6%
All	84	84%
Total	100	100%

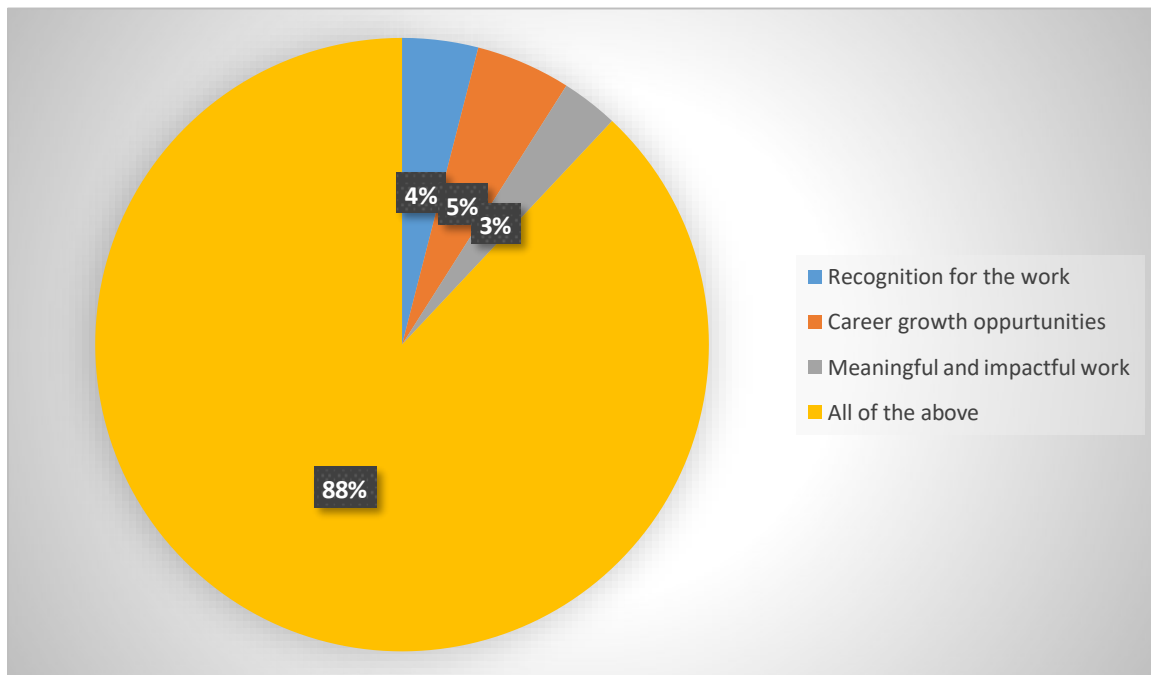


Interpretation

From the above data we can conclude that 84% of the employees said that based on company goals, based on past performance, based on discussion with managers they will set the targets, 6% of the employees said that based on company goals, 4% of the employees said that based on past performance, 6% of the employees said that based on discussion with the managers they will set the targets.

3.What primarily motivates you in your work?

Opinion	No.of respondents	Percentage
Recognition for the work	4	4%
Career growth opportunities	5	5%
Meaningful and impactful work	3	3%
All of the above	88	88%
Total	100	100%

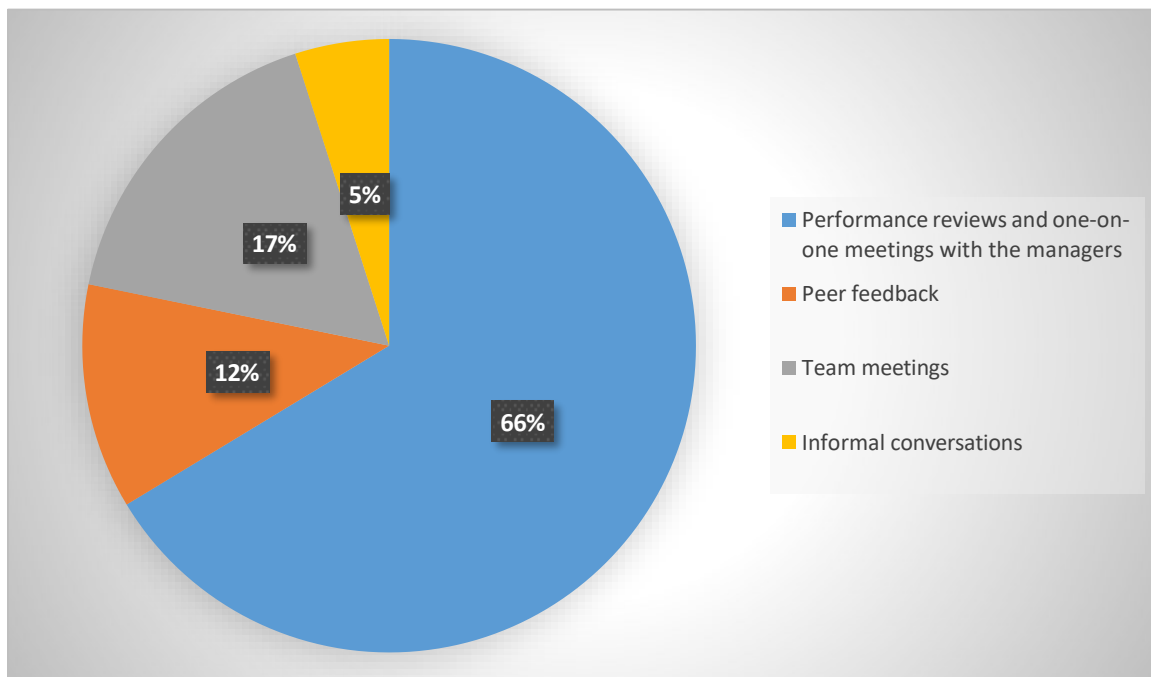


Interpretation

From the above data we can conclude that 88% of the employees are primarily motivated by the recognition of the work, career growth opportunities, meaningful and impactful work, 4% of the employees are primarily motivated by recognition for their work, 5% of the employees said that through career growth opportunities, 3% of the employees said that through meaningful and impactful work.

4.How do you primarily receive feedback on your performance?

Opinion	No.of respondents	Percentage
Performance reviews, one-on-one meetings with managers	66	66%
Peer feedback	12	12%
Team meetings	17	17%
Informal conversations	5	5%
Total	100	100%

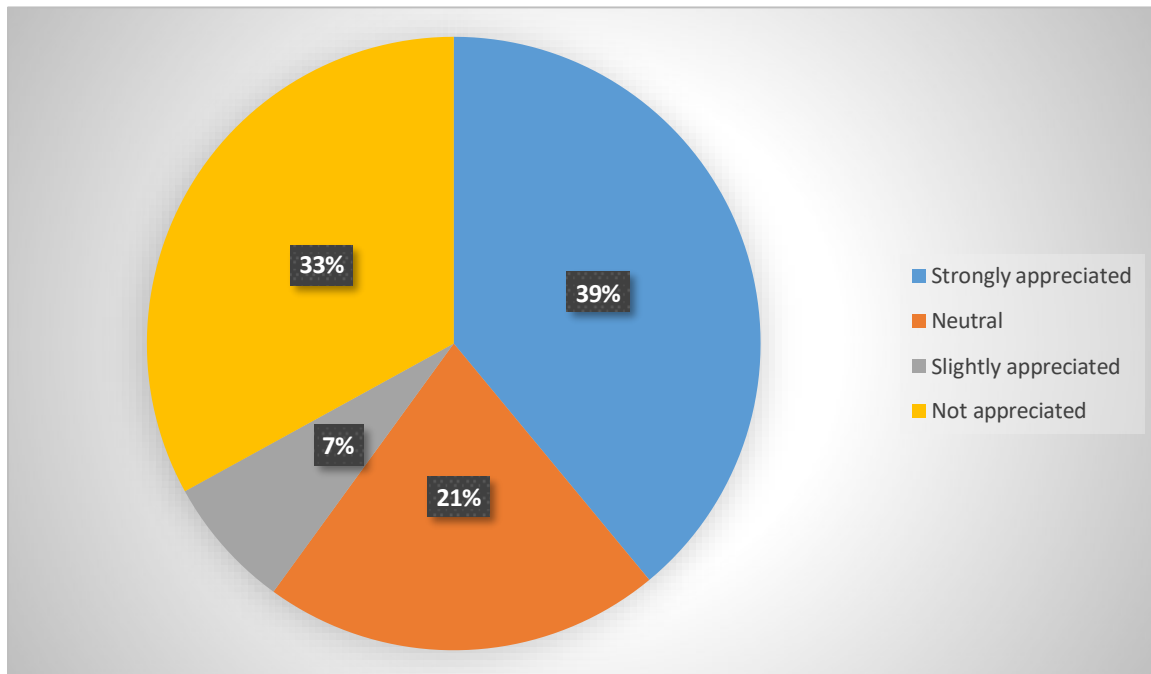


Interpretation

From the above data we can conclude that 66% of the employees said that they will receive feedback through performance reviews, one-on-one meetings with the managers, 12% of the employees said that peer feedback, 17% of the employees said that team meetings, 5% of the employees said that informal conversations.

5. To what extent do you feel appreciated for your efforts at work?

Opinion	No.of respondents	Percentage
Strongly appreciated	39	39%
Neutral	21	21%
Slightly appreciated	7	7%
Not appreciated	33	33%
Total	100	100%



Interpretation

Based on the above data we can conclude that 33% of the employees feel lack of appreciation for their efforts leading to disengagement, 39% of the employees are strongly appreciated, 21% said neutral, and 7% of the employees said that slightly appreciated for their efforts.

FINDINGS

1.42% of the employees said that performance reviews do not directly influence promotions or career growth.

2.84% of the employees set targets based on company goals, past performance, and manager discussions.

3.88% of the employees are primarily motivated by recognition, career growth opportunities, and meaningful work.

4.66% of the employees receive feedback through performance reviews and one on one meetings with managers.

5.33% of the employees feel a lack of appreciation for their efforts leading to disengagement.

SUGGESTIONS

1. Ensure evaluation are linked to promotions, salary adjustments and career development plans.

2. Encourage collaborative target setting, ensuring employees have in their performance Objectives.

3.Strengthen employee recognition programs, including awards, bonuses and publications.

4.Implement a continuous feedback culture, where managers provide real-time coaching and recognition.

5.Regularly recognize and reward employees' efforts through timely praise, meaningful incentives, and growth opportunities.

CONCLUSION

After the analysis of the performance appraisal in sri venkata Sai Maruthi plastic pipes, it plays a vital role in the organizational success. It is a critical process that enables organizations to evaluate employee performance, and develop strategies for growth and development. By implementing a strong performance appraisal process, organizations can improve employee performance and productivity, enhance employee engagement and motivation, facilitates career development and succession planning, promote fairness and equity in the work place.

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