



An Employee Performance Appraisal System in Selected Textile at Theni District

Mrs.M.Maheswari

Assistant Professor/Gnanamani Institute Of Management Studies ,
Namakkal,Tamilnadu

Mrs.S.Vimala

Assistant Professor/Gnanamani College Technology Namak-
kal,Tamilnadu

Mr.B.Mohanraj

Assistant Professor/Gnanamani College Technology Namak-
kal,Tamilnadu

KEYWORDS

INTRODUCTION OF Performance appraisal SYSTEM

Performance Appraisal is a widely used technique to evaluate the people. The early appraisal system was called Merit Rating. In the early fifties, Performance Appraisal technique began to use for technical, managerial and professional personnel. Tremendous changes have take place, in concept, technique and philosophy of employee’s appraisal.

Performance Appraisal, also known as employee appraisal, is a method by which the job performance of an employee is evaluated (generally in terms of quality, quantity, cost and time). Performance appraisal is a part of career development. Performance appraisals are regular reviews of employee performance within organizations. A process of evaluating an employee’s current and past performance relative to performance standards

OBJECTIVES of the study

A study on effectiveness of performance appraisal selected textile at theni district

1. To know the how the performance appraisal helps to the employees self development.
2. To identify the satisfaction level of employees towards performance appraisal system
3. To know whether performance appraisal helps to find out the training needs
4. To give suitable suggestion to improve the performance appraisal system.

REVIEW OF LITERATURE

WILSON, GERALD L¹ In his study A Review and Analysis of Performance Appraisal Processes, a review of the literature on performance appraisal with special attention to the literature on certificated personnel in public education systems in the United States and Canada. The literature review shows that there are two predominant approaches to conducting performance appraisals and two main uses. Approaches focus on the “process” and “outputs” of professional work. Uses are “formative” and “summative.” In “formative” uses, appraisal information is used for recognition,

guidance, coaching, development, or problem correction. In “summative” uses, appraisal information is used for administrative decisions on personnel. These approaches to, and uses of performance appraisal are not mutually exclusive, and various combinations can be found in many systems. A major theme that emerged was the growing emphasis on protection of employee rights legislation and the vulnerability of employers to lawsuits arising from contentious personnel deci-

sions based on performance appraisals. These trends have led to considerable effort to improve the reliability and validity of appraisal systems, but have also led to increased bureaucratization of procedures.

1.Wilson Gerald- Publisher: Publications Sales, the Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, Canada M5S 1V6. Pages: 117

WOEHR D. J.² In his study Rater training for performance appraisal: a quantitative review, a substantial amount of research in the performance appraisal literature has focused on rater training as a means of improving performance ratings. Unfortunately the value of this research is somewhat equivocated by a lack of organization and integration. The present study provides integration and a quantitative review of the rater training literature. A general framework for the evaluation of rater training is presented in terms of four rating training strategies (rater error training, performance dimension training, frame-of reference training, and behavioral observation training) and four dependent measures (halo, leniency, rating accuracy and observational accuracy).

2.Journal Title: Journal of occupational and organizational psychology ISSN 0963-1798, Source: 1994, vol. 67, n°3, pp. 189-205 (45 ref.), Publisher: British Psychological Society, Leicester, ROYAUME-UNI (1992)

ANALYSIS AND INTERPRETATIONS

This study need to know the relationship between the gender and level of satisfaction. For this purpose the data are to be analyzed and calculations are made by using chi - square test.

HYPOTHESIS

Null Hypothesis (H₀):
There is no significant relationship between gender and satisfaction.

Alternative Hypothesis (H₁):

Factor	Calculated x2 Value (O-E) 2/E	Table value	Degrees of Freedom (r-1)(c-1)	Level of Significant
Gender and Satisfaction	2.3718	7.851	3	5%

There is significant relationship between gender and satisfaction.

INTERPRETATION

It is observed from the above Table that the calculated value of Chi-square is less than the Table value and the result is significant at 5% level. Hence, the null hypothesis is accepted. It

is concluded significant that there is no relationship between Gender and satisfaction level.

EDUCATION AND HARMONIOUS RELATIONSHIP

The study need to know the relationship between education and harmonious relationship. For this purpose, the data are to be analyzed and the calculation is to be made using chi square test.

HYPOTHESIS

Null Hypothesis (H₀):

There is no significant relationship between education and harmonious relationship.

Alternative Hypothesis (H₁):

There is significant relationship between education and harmonious relationship

Factor	Calculated Value	Table value	Degree of freedom	Level of significance
Education and Harmonious relationship.	0.5129	9.488	5	5%

INTERPRETATION

It is observed from the above Table that the calculated value of Chi-square is less than the Table value and the result is significant at 5% level. Hence, the null hypothesis is accepted. It is concluded significant that there is no relationship between education and harmonious relationship.

GENDER AND MOTIVATIONAL BENIFITS

The study need to know the relationship between gender and motivation benefits. For this purpose, the data are to be analyzed and the calculation is to be made using chi square test.

HYPOTHESIS

Null Hypothesis (H₀):

There is no significant relationship between gender and motivation benefits.

Alternative Hypothesis (H₁):

There is significant relationship between gender and motivation benefits.

Factor	Calculated x2 Value (O-E) 2/E	Table value	Degrees of Freedom (r-1)(c-1)	Level of Significant
Gender and Motivation benefits	2.3086	5.991	2	5%

INTERPRETATION

It is observed from the above Table that the calculated value of Chi-square is less than the Table value and the result is significant at 5% level. Hence, the null hypothesis is accepted. It is concluded significant that there is no relationship between Gender and motivation benefits

AGE AND ACHIEVING GOALS

The study need to know the relationship between Age and Achieving Goals. For this purpose, the data are to be analyzed and the calculation is to be made using chi square test.

HYPOTHESIS

Null Hypothesis (H₀):

There is no significant relationship between Age and Achieving Goals.

Alternative Hypothesis (H₁):

There is significant relationship between Age and Achieving Goals

Factor	Calculated x2 Value (O-E) 2/E	Table value	Degrees of Freedom (r-1)(c-1)	Level of Significant
Age and Achieving Goals	1.8669	11.07	5	5%

INTERPRETATION

It is observed from the above Table that the calculated value of Chi-square is less than the Table value and the result is significant at 5% level. Hence, the null hypothesis is accepted. It is concluded significant that there is no relationship between Age and Achieving Goals

FINDINGS, SUGGESTIONS AND CONCLUSION

4.1. FINDINGS

In this study 65% of the respondents are male workers 35% of the respondents are female. In the study 92% of respondents said that the performance appraisal helps to achieving their goals in an effective manner. 77% of the respondents opinioned that performance appraisal motivates them to perform better in their job From the study it is found that 77% of the respondents expected monetary as post appraisal benefits. In the study 84% of respondents feel that performance appraisal helps to strengthen the relationship between superior and subordinates. 82% of respondents accepted that performance appraisal help for an effective compensation system.

4.2. SUGGESTIONS

If the company will provide the training and develop based on the performance appraisal feedback it will increase the productivity of workers. The company should take necessary steps to give feedback immediately .Compare to non monetary benefit employees expected monetary benefit as post appraisal benefit so company can focus on that.. The company should eliminate favourism in performance appraisal & promotion. The company should make necessary modification in performance appraisal system to motivate the employees to do his work in an effective manner.

4.3. CONCLUSION

Performance Appraisal plays a vital role in an every organization. It helps to evaluate employee's performance level and identify the gap in their performance level. Performance appraisal's feedback motivates the employees to do his work in an effective manner and supports the employee in their self development. On the management side, performance appraisal helps in find out the correct compensation promotion plan and suitable training for the employees. By using this, it will help to smooth the relationship between superior and subordinates. From this study, we conclude that the performance appraisal is effective in the nature by using Grade method. We need to overcome the future consequences, for that the Company has to adopt the above suggestion for the betterment of the employees, it will lead the company in a successful way.

REFERENCES

1. Aswathappa, Human Resources and Personal Management, 2006, Ch.III, pp.157-2. Kothari C R, Research Methodology: Methods and Techniques, New edition, Internal (P) Ltd Publication 2004, Ch.II, pp.25-28 3. Gary Dessler, Human Resources Management, Prentice- Hall of India Pvt. Ltd, New Delhi, 2005, Ch.IV, pp.257-262