

# A STUDY ON PERFORMANACE APPRAISAL IN THIRUMALA MILK PRODUCTS PVT LTD, KADIVEDU

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## **EXECUTIVE SUMMARY**

The study basically based on the study overall employees. performance appraisal. literally, performance appraisal, performance assessment and performance management, all the terms refer to the process of comparing the actual performance "with the relative standards, here employees. performances are evaluated to determine the extent" to "high employees performances contribute to strategize organization goals. The appraisal process of along, one of the leading fashion brands have been described in a precise form. Along undoubtedly has been "working as a benchmark for other fashion houses in %Bangladesh since &'() "with an "ide arena of product range. Having been an intern here, several things have been appeared in mind to make the report; finally, performance appraisal process has been chosen. Performance appraisal has been selected because it is a vast area and so on.

## **KEY WOARDS**

Performance, Appraisal, Appraisal system, Performance Management, performance Analysis, etc.

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## **REVIEW OF LITERATURE**

Performance appraisal is a formal structure system of measuring and evaluating an employee. The definition includes employee's behaviour as part of the assessment. Behaviour can be active and passive do something or do nothing. Either way behaviour affects job results. The other terms used for performance appraisal are: performance rating, employee assessment. Employees performance review, personnel appraisal, performance evaluation, employee evaluation and (perhaps the oldest of the terms used) merit rating. In a formal sense, employee assessment is as old as, the concept of management and in an informal sense, it is probably as old as mankind.

### **ACCORDING TO EDWIN FLIPPO:**

Performance appraisal is an impartial rating of a systematic periodic and so for as human possible, an important and impartial rating an employee's excellence in matter pertaining to his present job and his potentials for a better job. Other regarded it is "a process of estimating or judging the value excellence qualities or status or some object person or thing."

### **ACCORDING TO HEYEL:**

"It is a process of evaluating or judging the value of performance and qualifications of the employees in terms of the job for which he is employed for the purpose of administration including placements,

selection for promotions providing financial rewards and other action which require differential treatment among the members of a group as distinguished from actions effecting members equally.”

## RESEARCH METHODOLOGY AND DESIGN

### NEED OF THE STUDY

- The present study like performance appraisal has been carried out to the employee perception and satisfaction with regard to performance appraisal system in THIRUMALA MILK PRODUCTS PVT LTD.
- The role of performance appraisal is greatly felt in any organization. The study is under taken to know the satisfaction level and to suggest ways and means to improve the moral of employees which ultimate strengthen to the organization.

### SCOPE OF THE STUDY

- The study is confined to low level 120 employees in THIRUMALA MILK PRODUCTS PVT LTD.
- The scope of the present study has confined to the objectives.

### OBJECTIVES OF THE STUDY

- To assess the effectiveness of employee Performance appraisal system in THIRUMAL MILK PRODUCTS PVT LTD.
- To study existing performance appraisal system.
- To find out how well the employees are performing the job and establish a Plan of improvement

### DATA SOURCE

#### METHODS FOR COLLECTING THE DATA:

**Data Collection Methods:** Collection of data is classified into primary and secondary data.

**Primary Data:** It includes interaction with the employees by direct method and by administrative questionnaire to the employees and is collected by using following methods.

1. Personal observation
2. Interview method
3. Questionnaire

**Secondary Data:** It is collected by using the following methods

1. Company records
2. Test books and manuals
3. Job description of employees

### Sampling Frame

**TYPE OF SAMPLING:** Simple random sampling is used as the sampling technique.

**SAMPLE SIZE:** The researcher has collected information from 110 employees of THIRUMALA MILK PRODUCTS, PVT, LTD with the of questionnaire.

**Size:** 110

**SAMPLING METHOD:** Sampling was done on the basis of random sampling.

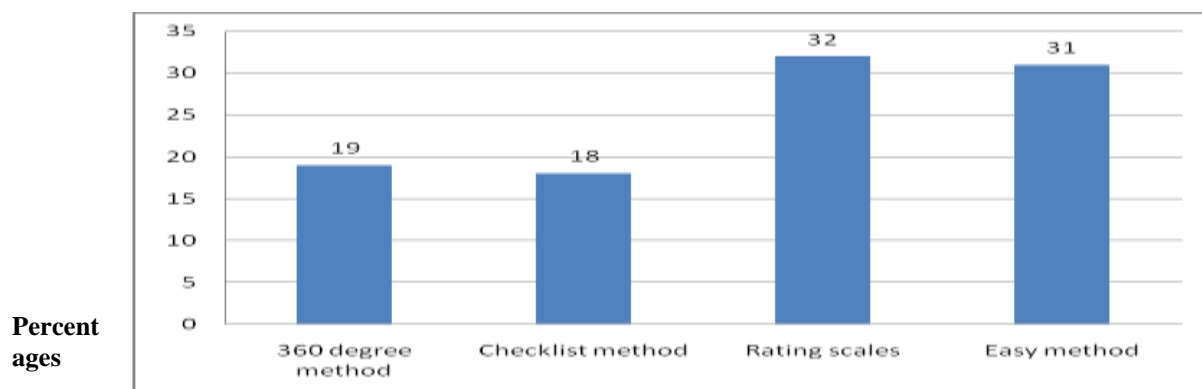
### DATA ANALYSIS AND INTERPRETATION

**1. OPINION OF EMPLOYEES WITH REGARDING TO THE preferable APPRAISAL METHOD IN THE COMPANY.**

**TABLE NO:5.1 Distribution of sample respondents with respect to opinion of employees with regarding to the preferable appraisal method in the company.**

S.no	Objective	No. of respondents	Percentage (%)
1	360 <sup>0</sup> method	21	19
2	Checklist method	20	18
3	Rating scales	35	32
4	Easy method	34	31
<b>Total</b>		<b>110</b>	<b>100%</b>

**CHART NO:5.1 Graphical representation distribution of sample respondents with respect to opinion of employee with regarding to the preferable appraisal method in company**



objectives

#### INTERPRETATION:

From the above analysis 32% of respondents are agreed with the rating scales, 31% of the respondents agreed with easy method, 19% of respondents agreed with 360<sup>0</sup> method and remaining 18% of respondents agreed with check list method.

#### SUGGESTIONS

- I suggested that company should try to satisfy all employees with the performance appraisal system, why because only half of the respondents are satisfied with the company performance appraisal systems.
- Only 50% of respondents are satisfied with the before intimation of appraisal. So, it is suggested that the company should inform all the employees in the aspect.
- Most of the employees are not satisfied with the co-operation of management. So, it is suggested that management should maintain good co-operation with employees.

#### CONCLUSION

Performance appraisal is a significance element of the information and control system in organization. It provides valuable information for HR policies and its information. Performance appraisal is utilized to improve performance of the individuals through appropriate feedback, working and counselling to the employees. More number of employees feels that they are getting feedback from the appraisal system.