

# **A STUDY ON PERFORMANCE APPRASIAL IN ASIAN WIRES INDUSTRIES PVT LIMITED**

**at VEDAYAPELAM [AP]**

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## **ABSTRACT**

The purpose of the descriptive research study was to learn what the employees thought about the organization's performance evaluation system. The study's findings revealed that the majority of respondents had a favorable tendency toward the organization's performance appraisal processes. Both primary and secondary data sources have been used by the researcher. To examine the data in all dimensions, descriptive and inferential statistics were used. By using fair performance appraisal procedures, the research will make it easier to inspire staff. The study's findings are generalizable to any situation in which it may be necessary to evaluate an employee's performance.

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## **INTRODUCTION**

A formal technique called performance appraisal assesses how well a worker performs. The appraisal measures abilities and feats with a respectable degree of regularity and precision. It offers a means of assisting with performance improvement and aiding in the advancement of one's career. However, it shouldn't be viewed as the supervisor's exclusive means of contact. The measurement and enhancement of actual performance as well as the employee's potential for the future are the main objectives of performance reviews.

The purpose of this annual exercise is to help employees understand their responsibilities, objectives, expectations, and performance success. It is carried out by a supervisor for their subordinates. Both administrative and developmental goals can be achieved through performance evaluation. It is an effective technique for assessing, enhancing, and calibrating an employee's talents.

## **REVIEW OF LITERATURE**

People and their labours are what drive and steer organisations. Goals are established through individuals, and whether they are achieved depends on how well the employees perform. Thus, an organization's performance is based on the combined performance of its members. An organization's success depends on its capacity to monitor the performance of its members with accuracy and use that information objectively to maximise them as a key asset and strength. An employee's performance can be examined and assessed based on his on-task conduct as a result. It speaks of an individual's contribution to the achievement of corporate goals.

Various combinations of quantity, quality, time, and cost can be used to gauge performance. Evaluations of a group member's potential, performance, and personality are collectively referred to as performance appraisals. Evaluation differs from judgement in that the former is focused on performance while the latter is focused on the individual.

## **RESEARCH METHODOLOGY & DESIGN**

### **NEED OF THE STUDY:**

- ✓ Recognize and address problematic personnel.
- ✓ An increase in performance.
- ✓ Compensation modification.
- ✓ Determining the accuracy of the information.
- ✓ Choosing locations for things.

### **SCOPE OF THE STUDY:**

- ✓ Feedback on performance is given.
- ✓ Determines the remuneration of the employee.
- ✓ Validation of the hiring procedure.
- ✓ Determine the employees' training requirements.
- ✓ Employees are motivated by it.

### **OBJECTIVES OF THE STUDY:**

- ✓ To determine whether employees are satisfied with the performance appraisal system.
- ✓ To assess how much the performance appraisal system affects workers.
- ✓ To ascertain the degree of employee knowledge regarding the performance evaluation system.
- ✓ To examine how employees perceive the performance evaluation system.
- ✓ Retaining the major contributors is determined by the performance appraisal system.

### **LIMITATIONS OF THE STUDY:**

- ✓ Once-a-year reviews are more detrimental than beneficial.
- ✓ Review ratings that reflect bias and favouritism.
- ✓ Lower contributions from all participants.
- ✓ Employees are perplexed by unclear work expectations.
- ✓ A lack of real-time feedback and communication channels.
- ✓ Insufficient instruction and rewards.

### **DATA SOURCES**

**PRIMARY DATA:** The performance appraisal study used a Google form to collect information about the employees of the Asian wires industries and ask them a series of questions regarding their work performance.

**SECONDARY DATA:** Secondary data is research information that has already been compiled and is available to researchers. Primary data, or information gathered directly from its source, is what the phrase contrasts with.

### **SAMPLE SIZE:**

The sample size for this study on "PERFORMANCE APPRAISAL" was generated from a Google form using a questionnaire and data collected from employees to learn about how performance appraisals are managed in an organisation. 102 people make up the sample size.

### **STATISTICAL TECHNIQUES\METHODS:**

The statistical method "SIMPLE RAMDOM SAMPLING" is used in this study of the "PERFORMANCE APPRAISAL" to draw the employee's information in the form of data analysis and interpretation to exhibit the information in graphical form, by selecting the most responsive individuals.

### **STATISTICAL TOOLS:**

In this study on "PERFORMANCE APPRAISAL," a statistical technique called a sampling tool was used to collect data on employees in order to understand how the business manages performance appraisals.

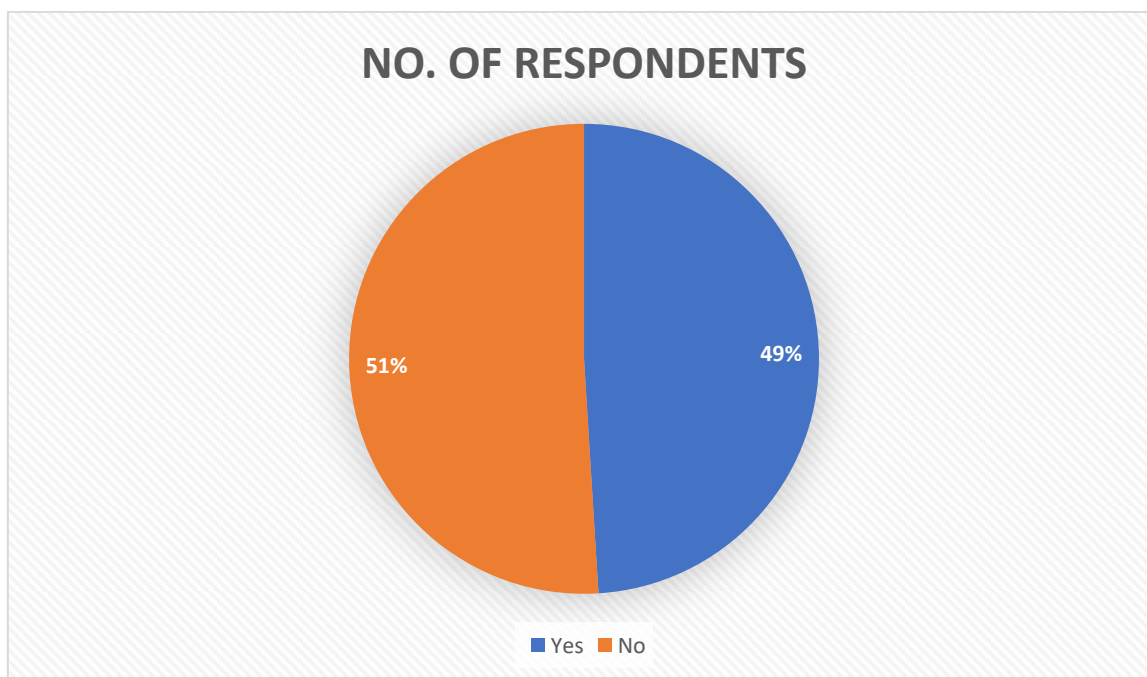
## **DATA ANALYSIS & INTERPRETATION**

### **1. DO YOU THINK YOUR LEADERSHIP AND INTERPERSONAL SKILLS ARE DEVELOPED DURING THE PERFORMANCE MANAGEMENT SYSTEM?**

**TABLE- 1: Distribution of Sample Respondents with respect to opinion on Do you think your leadership and interpersonal skills are developed during the performance management system.**

RESPONSES	NO. OF RESPONDENTS	PERCENTAGE
Yes	50	51
No	52	49
<b>Total</b>	<b>102</b>	<b>100%</b>

**CHART- 1: Graphical Representation of Distribution of Sample respondents with respect to opinion on Do you think your leadership and interpersonal skills are developed during the performance management system**



**INTERPRETATION:**

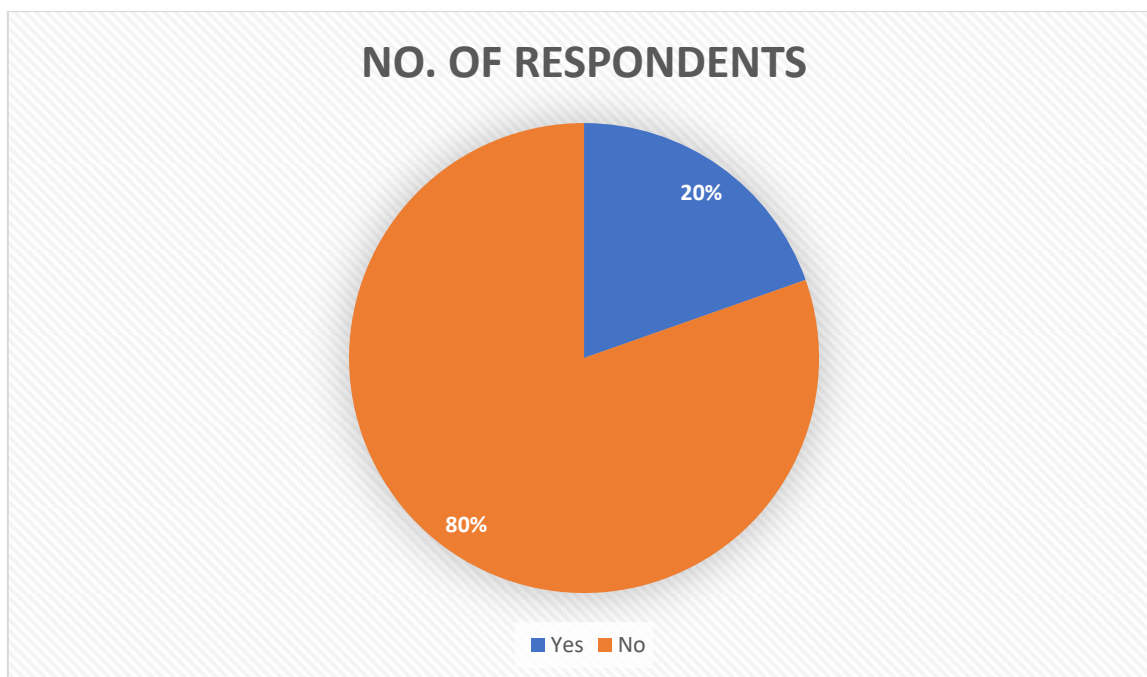
This data demonstrates, in addition to analysis, that the majority of respondents said "NO" when asked about developing their leadership and interpersonal skills as part of the company's performance management system. This forces the business to focus on enhancing its performance management system.

**2.DO 360-DEGREE PERFORMANCE APPRAISALS HELP TO CREATE AN ENVIRONMENT WHERE EVERYONE IS ENCOURAGED TO SHARE THEIR WORK BURDENS?**

**TABLE-2: Distribution of Sample Respondents with respect to opinion on Do 360-Degree performance appraisals helps to create an environment where everyone is encouraged to share their work burdens.**

RESPONSES	NO. OF RESPONDENTS	PERCENTAGE
Yes	20	20
No	82	80
<b>Total</b>	<b>102</b>	<b>100%</b>

**CHART- 2: Graphical Representation of Distribution of Sample Respondents with respect to opinion on Do 360-degree performance appraisals help to create an environment where everyone is encouraged to share their work burdens**



**INTERPRETATION:**

This data, together with analyses showing that the majority of respondents to the 360-degree performance appraisal chose "NO," contributes to the development of a work climate in which all employees are encouraged to share workloads. By keeping mind-refreshing activities in mind, this company must take care of the employees and their work-related responsibilities.

**FINDINGS**

- 51% maximum of the respondents are responded to ‘YES’ for the development of their leadership and interpersonal skills during the performance management system in this company.
- 80% maximum of the respondents are responded to ‘NO’ for the 360- Degree performance appraisal helps to create an environment where all employees is encouraged to share their work burdens in this company.

**CONCLUSION**

Since its founding, "ASIAN WIRES INDUSTRIES PVT LIMITED" has been conducting performance evaluations. Employees supported the institution's performance appraisal in a cooperative and foolish manner, and it was discovered to be quite successful in improving employee performance. "ASIAN WIRES INDUSTRIES PVT LIMITED" has been operating successfully for a number of years and has built a solid reputation with its clients and the general public. People from disadvantaged backgrounds receive training and employment opportunities. By employing the appropriate tools and correctly reviewing and updating the performance appraisal programme, performance appraisal can be carried out more successfully. Employee and seasoned personnel suggestions might improve and transform the performance appraisal into the ideal assessment.

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