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A STUDY ON PERFORMANCE APPRAISAL WITH SPECIAL REFERENCE TO TAMILNADU ELECTRICITY BOARD AT THIRUMAKOTTAI, THIRUVARUR DISTRICT

Ms.S.THAZHCUZHALI

Assistant Professor of Commerce
 STET Women's College, (Autonomous)
 Mannargudi.

&

M.K.POORNIMA

II- Mcom
 STET Women's College, (Autonomous)
 Mannargudi.

Abstract

A performance appraisal is known by other terms like employee appraisal, performance review. It is method by which the job performance of an employee is measured in terms of quality, quantity, cost behavior and time. It is conducted by self, peers, seniors and juniors. But generally, in formal methods it is conducted by the immediate manager or supervisor under whom the person is directly working. A performance appraisal is the part of measuring, comparing, finding, guiding, correcting and managing career development of employees. It is the process of gathering, recording and critically analyzing information about the relative importance of employees to the organization performance appraisal is the study of present achievement and failures, personal, strength and weakness and suitability for incentives rewards and recognition increased pay scale, promotion for further training. Finally, it shown the suitability of the person at present job in the organization.

Keywords: Performance appraisal, Employee, Organization, Job.

1. INTRODUCTION

Performance appraisal may be understand as the assessment of an individual performance is a systematic way the performance being measured against such factors as job knowledge, quantity and quality of outputs, initiative

leadership abilities, supervision dependability co-operation. Judgement veracity health and the like assessment should not be confirmed to past performance alone potential of employees for future.

DEFENTION

“ It is system evaluation of an individual with respect them performance on the job and find and then potential for development.”

OBJECTIVES

Performance appraisal can be done with following objectives in mind.

1. To maintain records in order to determine compensation packages, wage structure, salaries raises etc.,
2. To identify the strength and weakness of employees to place right men on right job.
3. To maintain and assess the potential present in a person for further growth and development.
4. To provide feedback to employees regarding their performance and related status.
5. To review and retain the promotional and other training programs.

APPRAISAL PROCESS

Objectives of performance appraisal
Establish job expectation
Design of appraisal program
Appraisal performance
Performance interviews
Use appraisal data for appropriate purpose

LIMITATION

- 1) The study has been limited to sample of 80
- 2) The data were collected from the respondents only during their lunch of during changes of shift duty.
- 3) Hesitation on the part of respondents to express the view exact on questionnaire.
- 4) The study was confined only to Thirumakottai.
- 5) Literacy of low level worker increased the work burden of the

researcher in explaining the questionnaire.

REVIEW OF LITERATURE

The amount of research regarding the topic “performance appraisal” is so vast. The topic is literally not new: it is as old as theformation of the organizations. Before the early 1980’s,majority of theoretical studies emphasized on revamping the rating system Within the organization. The action were a great thing to reduce the chaotic of employees performance appraisal (Feldman,1981). With the passage of the time the methods and rating system among the employees got enhanced and received an immense appreciation of the employees.

RESEARCH

A careful investigation on enquiry specially through research for new facts in any branch of knowledge.

RESEARCH METHOLOGY

Research methodology is a way to systematic solve the problem. It may be understanding as a science of studying new researcher is done scientifically.

RESEARCH DESIGN:

Research design is the correct the arrangement of condition for collection and analysis of data that aim to combine to relevance to the research purpose. The study is carried by adoption of exploratory and descriptive and diagnostic study.

RESEARCH PROBLEM

Performance appraisal is a process that needs to be undertaken meticulously if obtaining describe results is aany thing to go by. Many managers conduct this is kind of evolution on their employees from time to time majorly because it is organizational traditional or requirement but not necessary because of its impact.

STATEMENT OF THE PROBLEM

The problem oh his research is to identify the relationship between socio demographic Factors and the performance appraisal system further how it influenced on promotion, enchancing the job skills and qualities fixing of salary and uncorrected.

Objectives of the study

The major objective of this study is to find out the effectiveness of the performance appraisal system with the relevance of the socio demographic factors of the employees.

HYPOTHESIS:

There is an association between socio demographic factors and the overall performance appraisal system.

SOURCES OF DATA

1.Primary Data

The data was collected by questionnaire, The questionnaire is considered as information required for the study was directly collected from the employees.

2.Secondary Data

The secondary data was already collected from company records, journal and magazines that is company records and websites.

DISTRIBUTION OF RESPONDENT BY GENDER:

S.NO	GENDE R	NO OF RESPONDEN TS	PERCENTA GE %
1.	Female	32	42.67
2.	Male	43	57.33
	Total	75	100

Source: Primary data

Inference:

The above table shows that gender of the respondent. In the gender majority of the respondents are male 57.33% and the remaining are female 42.67%.

DISTRIBUTION OF RESPONDENTS BY THEIR MARITAL STATUS

S. N O	MARITAL STATUS	NO OF RESPONDE NTS	PERCE NTAGE %
1.	Married	30	40
	Unmarried	45	
2.			60
	Total	75	100

Source: Primary Data

INFERENCE

The above table shows that 40% of the respondents are married and 60% of the respondents are unmarried.

FINDINGS

- ✓ Majority 57.33% of the respondents are male.
- ✓ The majority of respondents 60% are unmarried.

CONCLUSION

Performance appraisal plays an importance role in an Individuals work performance. The impact of performance an individual may also have an impact an organizations performance. Hence individual has to scope up with performance for his personal and organizational growth. As most of the workers were satisfied with their work the company has to maintain the existing level of job satisfaction prevailing among employees. They can also motivate the workers with innovative motivation tools for their additional talents.

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