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A STUDY ON ANALYSING THE COMPREHENSIVE APPROACH ON PERFORMANCE APPRAISAL AT TEXTUSINFO SOLUTION PVT LTD-HYDERABAD

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Abstract

This article explores the multifaceted nature of performance appraisal, emphasizing its role in evaluating job performance and potential for development. By aligning individual goals with organizational objectives, performance appraisal facilitates strategic decision-making and resource allocation. Furthermore, it serves as a catalyst for employee development, fostering a culture of accountability and continuous improvement. Through structured appraisal processes, organizations can cultivate a dynamic workforce primed for success in today's competitive landscape.

Keywords: Performance appraisal, Evaluating performance, Promotion, Satisfaction level, Organization.

INTRODUCTION

Effective performance appraisal is vital for organizations seeking to align individual contributions with strategic goals, fostering accountability, and driving continuous improvement in today's competitive landscape. This article examines the pivotal role of performance appraisal in optimizing organizational success and enhancing employee engagement.

COMPANY PROFILE

Textus Info Solutions Pvt Ltd offers top-notch web development, hosting, and marketing services with a 99% uptime guarantee, all within your budget. With round-the-clock support via phone, live-chat, and email, we ensure world-class customer service, allowing you to focus on growing your business hassle-free. Our user-friendly approach and affordable design options empower your website to reach global audiences, while our innovative products and competitive pricing make us your go-to partner for creating impactful web portals. Trust us to maximize the value of your website as a crucial business asset.

OBJECTIVES OF THE STUDY

The study aims to investigate Textus Info Solutions' various appraisal systems, criteria for evaluating performance, employee satisfaction, and the identity of appraisers. Additionally, it seeks to analyze the benefits derived from these systems.

SCOPE OF THE STUDY

This study investigates performance appraisal's essence, its effect on employee ratings, and satisfaction levels, while also exploring the role of raters. It assesses employee preferences for promotion methods and aims to enhance individual skills and job satisfaction through performance management. By understanding human capital needs and aligning objectives, organizations can achieve mutual success and identify strengths and weaknesses effectively.

LIMITATIONS OF THE STUDY

- The study is focused on a very general level rather than a full scale detailed report.
- The study does not get information from an in depth prospective.
- The study is not necessarily the solution to the problem that exists.
- There were a lot of breaks and hindrances while the study took place.

REVIEW OF LITERATURE

C. Dhanalakshmi (2020) Managing human resources in today's dynamic surroundings is turning into more and additional complicated additionally as vital. Recognition of individuals as a valuable resource within the organization has led to will increase trends in worker maintenance, job security, etc. Performance appraisal is that the step wherever the management finds out however effective it's been at hiring and inserting worker. This paper studied the various objectives method and strategies of performance appraisal.

Charles Anyeng Ambilichu (2023) Commitment is essential for employees to establish and maintain a long-lasting employer–employee relationship, hence the call for more research to investigate its antecedents. The purpose of our study was to empirically investigate the relationship between performance appraisal and employee commitment. Analysis of survey data drawn from academics across the UK Higher Education Institutions found a positive relationship between performance appraisal and employee commitment, explained through the mediation of job satisfaction. The study is novel as it extends performance appraisal and employee commitment theorization by highlighting how job satisfaction mediates both constructs differently at intrinsic and extrinsic levels. Practically, our study provides insights that will support the development of performance appraisal systems that influence job satisfaction and commitment of academics.

RESEARCH METHODOLOGY

Research design: Mixed method research design

Sampling Techniques: Simple random sampling

Sample size: The sample size is 110 respondents

Tools used for analysis: Simple percentage analysis, Chi-square, Correlation

DATA ANALYSIS AND INTERPRETATION:

(a) Simple percentage method:

The frequency tables provide insight into a number of aspects of employee perceptions and performance reviews. For example, the distribution of respondents by gender reveals a virtually equal split, with 50.9% male and 49.1% female. When it comes to age, the majority (72.7%) are between the ages of 25 and 26. Furthermore, 70.9% of respondents have small families, and 63.6% of respondents are married. Notably, 36.4% view post-appraisal procedures to be quite beneficial, and 70.9% believe they are well-equipped to conduct performance assessments. Furthermore, a considerable emphasis on communication and feedback in the organization's performance management approach is indicated by the fact that 45.5% of employees receive performance feedback on a monthly basis and 35.5% of employees think it's extremely important to provide feedback.

(b) Chi – square test

Relationship between the gender with the satisfaction level with the appraisal system.

Chi – square test	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	77.147 ^a	3	.000
Likelihood Ratio	105.058	3	.000
Linear-by-Linear Association	64.736	1	.000

RESULT

The analysis shows that there is a significant association between the gender with the satisfaction level with the appraisal system.

CORRELATION

Relationship between the gender with the satisfaction level with the appraisal system.

Correlation test	Value	Approx. T ^b	Approx. Sig.
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Pearson's R	.771	12.568	.000 ^a
Spearman Correlation	.823	15.054	.000 ^a

RESULT

The analysis shows that there is no significant association between the gender with the satisfaction level with the appraisal system.

FINDINGS

- Gender distribution shows a near-even split, with 50.9% male and 49.1% female respondents, indicating a balanced representation.
- The majority of respondents fall within the 26-30 (32.7%) and <25 (40.0%) age brackets, comprising a significant proportion of the sample.
- 63.6% of respondents are married, while 70.9% belong to small family sizes, reflecting typical demographic patterns within the organization.
- Notably, 70.9% feel well-equipped for conducting performance appraisals, with 45.5% receiving feedback monthly, emphasizing its importance, and 35.5% considering feedback provision very important.
- The chi-square test reveals a significant association ($\chi^2 = 77.147$, $p < .001$) between gender and satisfaction level, with males generally reporting higher satisfaction levels.

SUGGESTIONS

- Address gender disparities in satisfaction through equitable approaches.
- Provide training for younger employees on effective performance appraisal.
- Foster transparency and communication to mitigate bias and improve feedback.
- Offer flexible scheduling options to support work-life balance.

CONCLUSION

In conclusion, the analysis of demographic data and employee perceptions of performance appraisal sheds light on key areas for improvement within the organization. The findings underscore the importance of addressing gender disparities, enhancing training for younger employees, promoting transparency in appraisal processes, and offering flexible scheduling options. By implementing these suggestions, Textus Info Solutions can foster a more inclusive and supportive work environment, ultimately leading to higher employee satisfaction, engagement, and organizational success.

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