

To Study on Interrelationship Between Employees Grievances & Performance of the Company

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Abstract- The following study describes the Interrelation between Employees grievances of the company KR Power Supports Pvt. Ltd along with how the company's performance changes in accordance with the impact of changes that made through Grievances. Performance appraisal is an integral part of HRM and HRM deals with personnel is people. "People" is the important and valuable resource that every organization or institution has in the form of its employees. Dynamic people can build dynamic organization. Effective employees can contribute to the effectiveness of the organization. HRM has multiple goals, which include employee's competency development, employee motivation development and organization development. Employees require a variety of competencies, knowledge, attitude, skills in technical area; Managerial areas, behavioral and human relations areas and conceptual area to perform different tasks or functions required by their jobs.

Keywords- Appraisal, Performance, Employees, Feedbacks

I. INTRODUCTION

Performance appraisal is an integral part of HRM and HRM deals with personnel is people. "People" is the important and valuable resource that every organization or institution has in the form of its employees. Dynamic people can build dynamic organizations. Effective employees can contribute to the effectiveness of the organization. HRM has multiple goals, which include employee's competency development, employee motivation development and organization development. Employees require a variety of competencies, knowledge, attitude, skills in technical area; Managerial areas, behavioral and human relations areas and conceptual area to perform different tasks or functions required by their jobs.

It is very essential to understand and improve the employee's performance appraisal is the basis for HRD. It was viewed that performance appraisal was useful to decide upon employee promotion/transfer, salary determination and the like. Its roots in the early 20th century can be traced to Taylor's pioneering Time and motion studies. As a distinct and formal management procedure used in the evaluation of work performance, appraisal really dates from the time of the Second World War - not more than 60 years ago. Yet in a broader sense, the practice of appraisal is a very ancient art. In the scale of things historical, it might well lay claim to being the world's second oldest profession. Performance appraisal measures the qualitative and quantitative aspects of job performance.

THEORETICAL BACKGROUND OF THE STUDY

The history of performance appraisal is quite brief. Its roots in the early 20th century can be traced to Taylor's pioneering Time and Motion studies. But this is not very helpful, for the same may be said about almost everything in the field of modern human resources management. As a distinct and formal management procedure used in the evaluation of work performance, appraisal really dates from the time of the Second World War - not more than 60 years ago. Yet in a broader sense, the practice of appraisal is a very ancient art. In the scale of things historical, it might well lay claim to being the world's second oldest profession! There is, says Dulewicz (1989), "... a basic human tendency to make judgements about those one is working with, as well as about oneself." Appraisal, it seems, is both inevitable and universal.

In the absence of a carefully structured system of appraisal, people will tend to judge the work performance of others, including subordinates, naturally, informally and arbitrarily. The human inclination to judge can create serious motivational, ethical and legal problems in the workplace. Without a structured appraisal system, there is little chance of ensuring that the judgements made will be lawful, fair, defensible and accurate. Performance appraisal systems began as simple methods of income justification. That is, appraisal was used to decide whether or not the salary or wage of an individual employee was justified. The process was firmly linked to material outcomes. If an employee's performance was found to be less than ideal, a cut in pay would follow.

II. OBJECTIVES OF THE STUDY

The objective of this study is to develop a model linking performance appraisal to the performance of banks employees and their motivation.

Key insights derived from this study include:

- To determine the relationship between employee performance and performance appraisal.
- To determine the impact of performance appraisal, motivation, and employee performance.

III. METHODOLOGY

In this paper firstly we defined performance appraisal, employee performance, and the propensity of motivation to affect both the performance appraisal and employee performance in literature.

Research design

In this paper, the descriptive research design was applied. The descriptive research design is used in positions where analyzers feel they have a specific group of people who can define the main issues about the main determinants of the study.. So the design was suitable for this research because the objective of the study was to identify the relation and define how these determinants support each other.

Target population

The target population of our study was the employees that are working in the manufacturing sector of K.R Power Supports Pvt Ltd

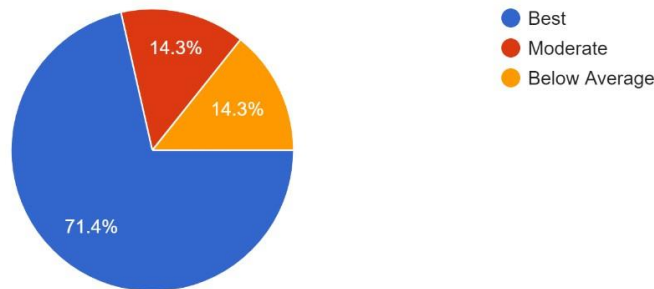
Sampling design:

For selecting the above-mentioned population we used simple random sampling techniques which provide every item of the population same and known chances of being nominated.

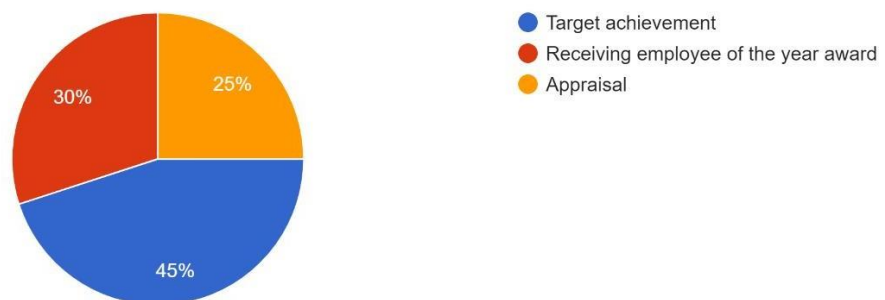
IV. DATA ANALYSIS & INTERPRETATION

The Questionnaires with the data of client response is given with the result as follows

How did you do on the goals set for you during your last performance appraisal?
21 responses

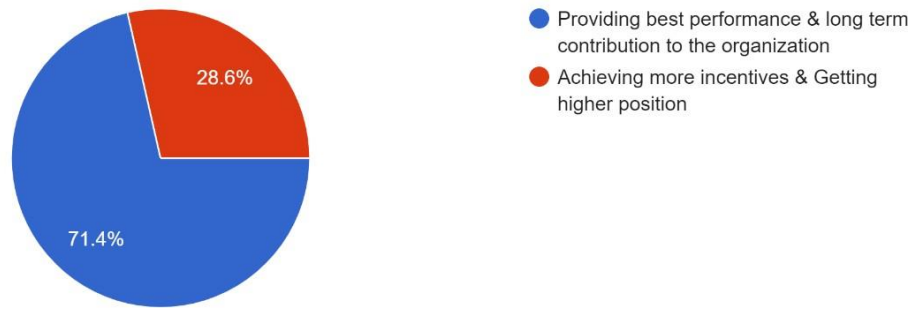


What was your biggest achievement this year?
20 responses



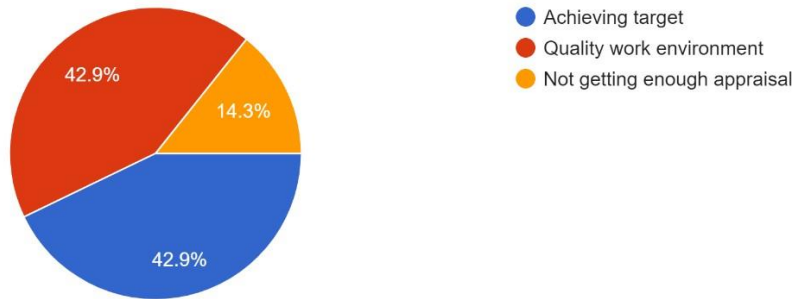
What are your short-and long-term goals with the company, and for your career?

21 responses



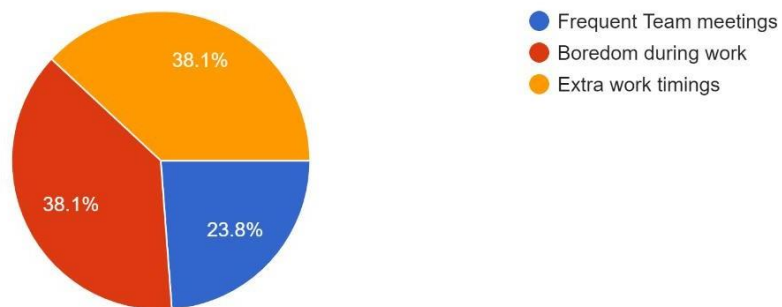
What has been the most challenging aspect of your work this past year?

21 responses



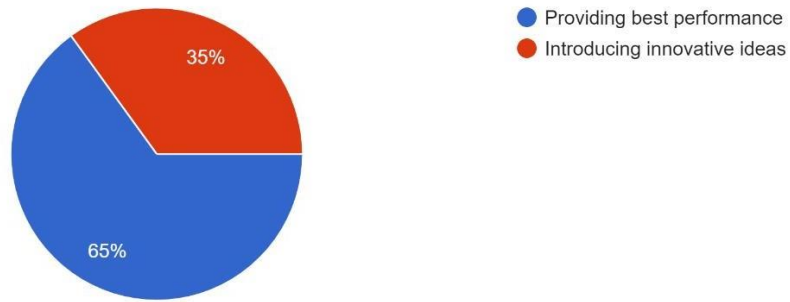
Which parts of your job do you most / least enjoy?

21 responses



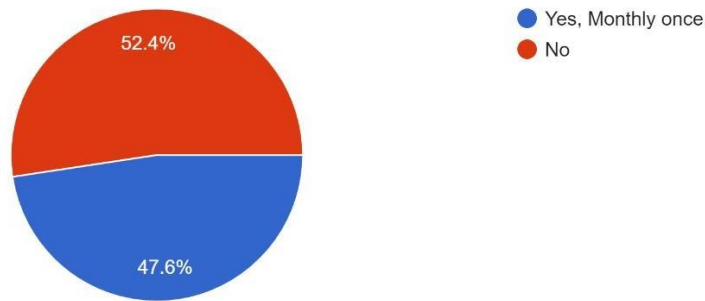
In what ways might you contribute more to the company?

20 responses



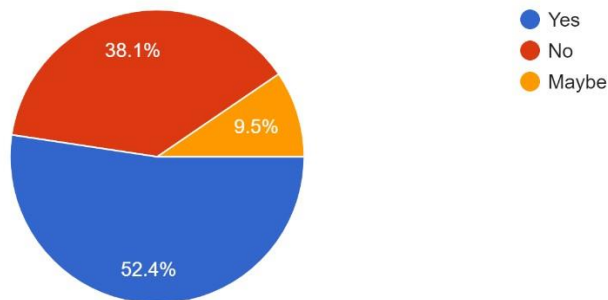
Do you feel that you receive adequate feedback? How frequent feedback do you prefer?

21 responses



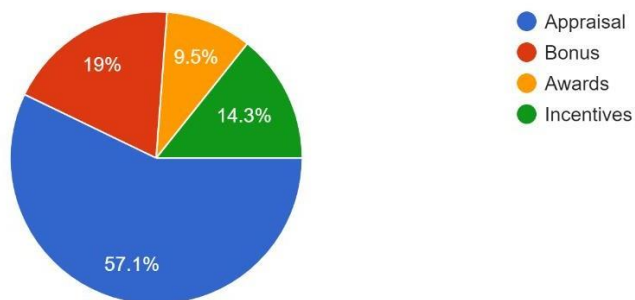
Do you think that the team is working as a whole?

21 responses



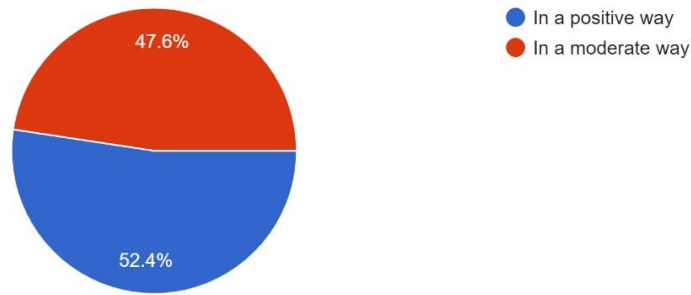
Is there anything else you need to improve your performance?

21 responses



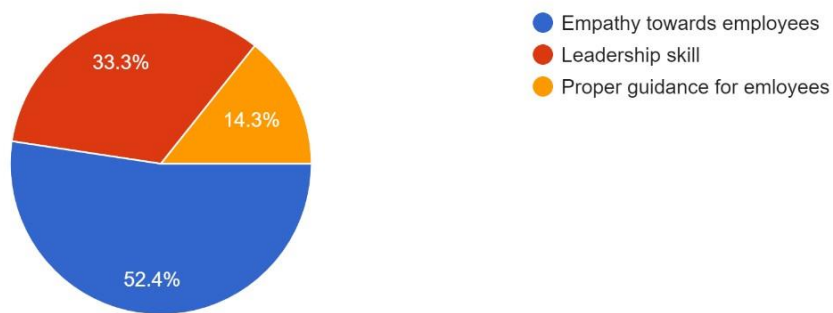
How do you think the business is going to change next year? Do you think that the company is facing any challenges?

21 responses



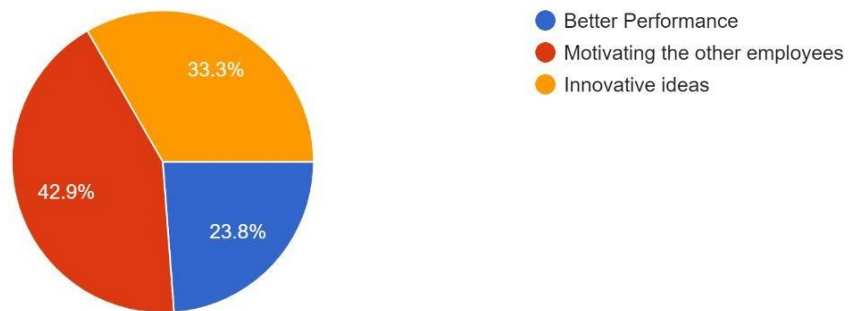
What qualities do you feel the emerging leaders from across the country should possess?

21 responses



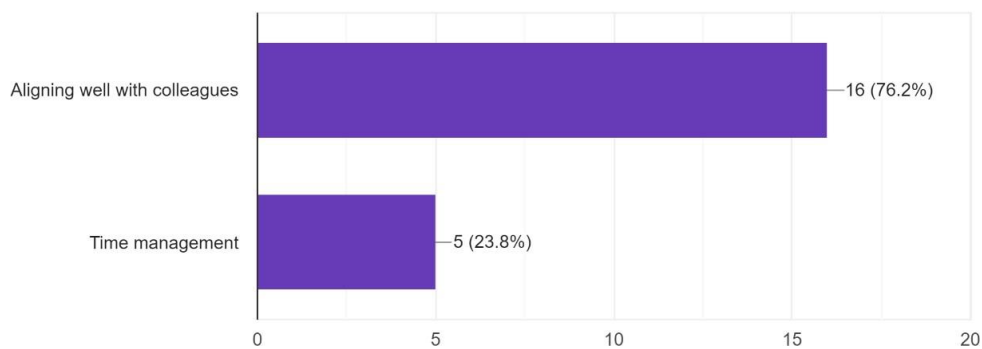
What would you do differently if you were a manager?

21 responses



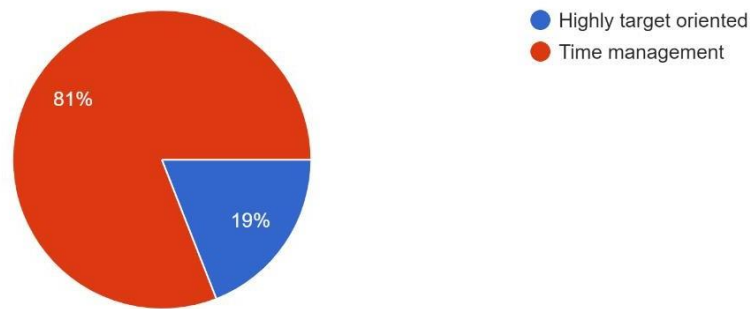
Which goals you didn't meet with reasons?

21 responses



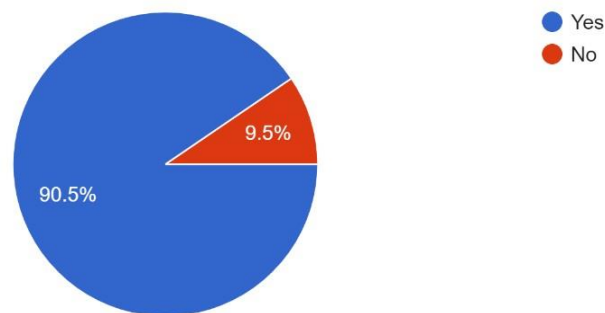
Any accomplishment you're proud of during the last review period?

21 responses



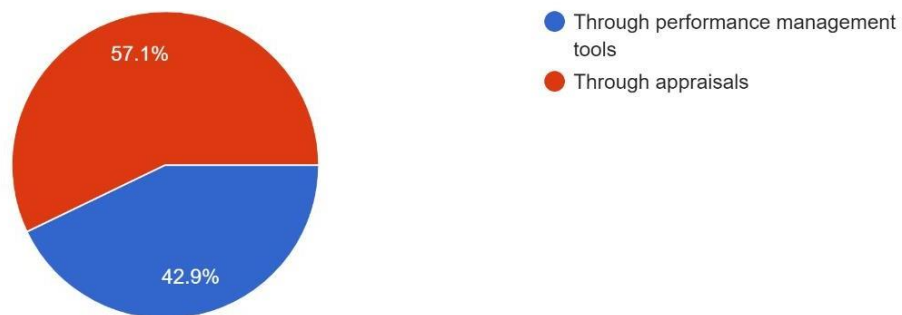
What do you feel? Do you have everything you need to do your job?

21 responses



How are you measuring your progress?

21 responses



INTERPRETATION

From the Questionnaire we can able to interpret that

- Employee perform plays a major role in involvement with the organization
- Appraisal plays huge factor in employee contribution
- Employee prefers to get appraisal as a significant motivating factor
- Organizations needs to get feedback at definite interval of period to get the best result.

RECOMMENDATIONS

- Getting employee Feedbacks at required time
- Analysis employee needs based on inflation
- Proving appraisal based on performance
- Using Performance analysis tools for the best output

V. CONCLUSION

From the study we can find that appraisal plays a major factor in enhancing the employee performance in the long term. Organizations needs to understand the employee needs in basis of ongoing financial conditions along with inflation point of view as a major priority and hence maximum output from the employees can be generated at the required target achievement by

overperforming against the competition in the competitive market environment in the vast availability of opportunities of highly skilled employees in the country.

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