A STUDY ON ANALYSIS OF PERFORMANCE APPRAISAL WITH SPECIAL REFERENCE TO EMPLOYEE OF SHOBIKAA IMPEX PVT.LTD KARUR

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Abstract: A performance appraisal is known by other terms like employee appraisal, performance review. It is a 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. Analysis of performance appraisal with special reference to employee of shobikaa impex pvt.ltd karur. The study determines to identify the satisfaction of performance appraisal among employees and to identify effectiveness of appraisal system among employees and to Determine how the appraisal system impact the performance of individual employee. A descriptive research is used in this study 120 questionnaire was distributed to the employees, Finally the 104 questionnaires are useable. This yields a response rate of 86.6%. The questionnaire was collected using a simple random sampling method with the use of primary data and secondary data. The tools used for this study is Percentage analysis, Chi Square. Through the research work which has been done, has found out some issues and suggestions has been given to the company.

Key Words: Organization growth, Performance appraisal.

I. INTRODUCTION

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

OBJECTIVES OF THE STUDY
1. To identify the satisfaction of performance appraisal among employee.
2. To identify effectiveness of appraisal system among employees.
3. To Determine how the appraisal system impact the performance of individual employee.

SCOPE OF THE STUDY
The study analysis the satisfaction and effectiveness and impact of performance appraisal among employees and to help the organization to improve their appraisal in future.

LIMITATIONS
1. The sample size being 104 only the result obtained cannot be generalized.
2. My study is compare to your organization only.
3. The data was collected during the working hours, employees were busy in their routine work so they were less responsive.

II. REVIEW OF LITERATURE

BHADARAPPA HARALAYYA (2022), has undertaken the study on "Employee performance appraisal of chettinad cement ", published in the "ICONIC Research and Engineering Journals ". The data were collected from Fifty (50) respondents and analysed using simple descriptive statistics . The objectives of the study were to investigate the existing performance appraisal and effectiveness of performance appraisal. The study Conclude that performance appraisal are never ending process .It is essential for personal and professional development.

Dr.Sugandha ,Aishwarya ,Pritesh (2022), has undertaken the research on "A Study impact of performance appraisal of employee productivity", published in the " International Journal of Modernization in Engineering Technologies and Science Research", The sample size of this study is 50. This study is based on Descriptive Research Design and to analyze the data percentage method was

used. The objective of this study is to study to understand the relationship between performance appraisal and employee productivity and study different appraisal method and effectiveness . The study concluded that firms should review their employees on a regular basis based on accomplishments, organisational goals, used targets, and time management in order to boost employee productivity. Since the study is primary study, the conclusions can be applied in any organization.

Vidhya R (2021), has undertaken the research on " A study on analysis of performance appraisal system in IT industry", in the "Journal of emerging technology and innovative research". The sample size of this study is 100. To analyse the data Correlation analysis and ANOVA was used. the objective of this study is to identify actual performance of performance of the employees and performance standards of appraisal system and to review and retain training program . The conclusion of this study is Human resources are the vital source of every organization. Every employee in an organization increases the productivity and goodwill of every company. An employee, being an individual is treated as assets in the organization. So the organization should mainly emphasis performance appraisal techniques and its development programme. Both the appraiser and appraise should realize the principle and use the tool of appraisal system in a constructive way for the prosperity of the organization. The performance appraisal technique prevailing in the organization is fair.

MS. Vaishali pillai (2021), has undertaken the research on "A Study on performance appraisal of employee", published in the journal of "IJCRT". The sample size of this study is 100. To analyze the data Descriptive research was used. The objective of this study the impact of performance appraisal system towards the performance of employee in terms of commitment ,skill and responsibility.The findings of the study respondents are strongly agree with managing my skill and time . The conclusion of this how important job performance is to a company success . Males are disproportionality larger than females in paper industry ,Which necessitates hard labour .Since hard worker is needed. Young people have more opportunities to work in organisation.

Dr.Dolly Kumar (2020), has undertaken the research on "A study on performance appraisal system in India", published in the "IJARCMSS". The sample size of this study is 60. To analyse the data correlation has been used. The objective of this study is to describe the overall performance appraisal practices followed and observed in the IT agencies and study overall appraisal system implemented in the IT agencies. The results With the demanding situations brought down with the aid of financial liberalization, even HR techniques have to fit the various socio-economic conditions for this reason. In gift Indian IT companies the HR practices revolve round hiring new talent and preserve current first class expertise.

Mrs. Ekwochi Eucharia Adaeze (2020), has undertaken the study on "The Effect of Performance Appraisal in an Organization", published in the "Review of Public Administration & Management". The sample size of this study is 50. To analyse the data Correlation, Regression and ANOVA was used. The objective of this research is to investigate the performance appraisal techniques adopted in an organization and to examine the usefulness of performance appraisal programme in an organization and to find out the various environmental variables affecting performance appraisal programs in an organization. This study concludes that problem with the company's appraisal system lies with implementation rather than method. Consequently, since the intention of the research is not recommend an entirely new method but to enhance the relationship between the currently used method and its objectives, the researcher conclusion is there summed up in the phrase.

Lukasz Sulkowsk (2020), has undertaken the research on "Performance Appraisal in Universities", published in the "Journal of education science". The sample size of this study is 200. The tools used in this study is t test. The objective of this study is to identify the effectiveness of performance appraisal. The conclusion of this study There are at least five important conclusions stemming from our analysis. First, it can be said that all three examined universities are in phase 2 (Figure 1) of the development of incentive systems. PA techniques have been introduced on an ad hoc basis, and a PA system is perceived to be just a facade, as symbolic. Secondly, incomplete and loosely coupled practices of motivating researchers are based mainly on short-term financial incentives, annual awards, funds for research grants. There is no bonus system or employee development system.

III. RESEARCH METHODALOGY

Research Design
The design used in this study is descriptive research through well structured questionnaire.
Method Of Collection
The method of data collection is primary data and secondary data.
Sampling Size
The sampling size of the study is 104.
Sampling Unit
The sampling unit of the study is employees of Shobikaa impex pvt. ltd.
Sampling Method
The sampling method used in the study is simple random sampling method.
Tools For Data Analysis
1.   Percentage analysis
2.   Chi-Square Test
3.

IV. DATA ANALYSIS

4.1 PERCENTAGE ANALYSIS

Table No 4.1.1

Demographic variables		Frequency	Percent
Gender	Male	67	64.4
	Female	37	35.6
	Total	104	100.0
Age	18-25	21	20.2
	26-35	40	38.5
	36-45	29	27.9
	Above 45	14	13.5
	Total	104	100.0
Marital Status	Married	73	70.2
	Unmarried	31	29.8
	Total	104	100.0
Job Experience	0-5	29	27.9
	5-10	57	54.8
	10-15	11	10.6
	15-20	7	6.7
	Total	104	100.0
Income	10000-20000	14	13.5
	20001-30000	59	56.7
	30001-40000	25	24.0
	Above 40000	6	5.8
	Total	104	100.0

INTERPRETATION

From the above Table No: 4.1.1, it was found that major of the respondents are male (64.4%) & they are under the age group of 26-35 (38.5%)&they are Married (70.2%) & the persons have 5-10 years of job experience (54.8%) and their Income is between Rs.20001-30000 per month (56.7%).

4.2 CHI SQUARE

TABLE NO: 4.2.1: Marital status and You think that current appraisal system has no limitations
H0- There is no significant relationship between marital status and you think that current appraisal system has no limitation
H1- There is significant relationship between marital status and you think that current appraisal system has no limitation
Test Statistics

Table No: 4.2.1
Relationship between Marital status and You think that current appraisal system has no limitations

	Value	Df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	9.57	4	.048
Likelihood Ratio	12.41	4	.015
Linear-by-Linear Association	1.76	1	.184
N of Valid Cases	104		

INTERPRETATION

From the above Table No: 4.2.1, it was found that the Pearson Chi-Square significant value is 0.048 which, is less than 0.05. Hence Null hypothesis (Ho) is Rejected and Alternative hypothesis (H1) is Accepted. Therefore, it is inferred that there is a significance relationship between marital status and you think that current appraisal system has no limitations.

TABLE 4.2.2: Income and Appraisal You are satisfied with the appraisal system
H0 – There is no significance relation between Income and Appraisal You are satisfied with the appraisal system
H1 – There is significance relation between   Income and Appraisal You are satisfied with the appraisal system

Test Statistics

Table No: 4.2.2
Relationship between Income and You are satisfied with the appraisal system

	Value	Df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	27.42	12	.007
Likelihood Ratio	27.28	12	.007
Linear-by-Linear Association	10.961	1	.001
N of Valid Cases	104		

INTERPRETATION

From the above Table No: 4.2.2, it was found that the Pearson Chi-Square significant value is 0.178 which, is less than 0.05. Hence Null hypothesis (Ho) is Rejected and Alternative hypothesis (H1) is Accepted. Therefore, it is inferred that there is a significance relationship between Income and You are satisfied with the appraisal system.

V. FINIDGS, SUGGESTIONS, CONCLUSION

FINDINGS
1.   There is significance relation between using Marital status and You think that current appraisal system has no limitations
2.   There is significance relation between using Income and Appraisal You are satisfied with the appraisal system

SUGGESTIONS
1.   The Performance Appraisal in the organization should be in a full fledge way so that the others will be accepting this.
2.   As the Performance Appraisal is helpful to the employees by the assignment of superiors task by training & development which should be more effective so that other employees will also be attracted.
3.   The Performance Appraisal should be assist   effectively to the employees.
4.   Employee's appraisal should be fairly done according to the companies   policies s so that it will assist the performance of the employees.

CONCLUSION

In this research conclude that overall respondents are satisfied with the appraisal system. Through the research work which has been done, has found some issues and suggestions has been given to the company.   The company may try to implement the suggestion for the betterment of the company   to move to the next level.

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