A STUDY ON EMPLOYEE PERFORMANCE APPRAISAL IN SRI MK TRADERS, SEELANAYAKANPATTI

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Abstract— *Performance appraisal is an inevitable function in an organization towards which the employees are more sensitive. So a right system in place is inevitable for spinning mill. For the employees a right appraisal system is the one which they perceive as unbiased and a true metric to measure their performance and the one which would reward them fairly without inequity. The study is indented find out the employees' opinion and performance towards the appraisal system in place. This study is aimed to determine the acceptability of the current system through which they are monitored on. The study is done obtaining response from 150 employees of an Sri MK Traders in Seelanaickenpatti. The response is got through a structured questionnaire. The results were validated through the use of statistical tools. The current processes of performance appraisal involve self-appraisal by the employee too. Thus the system has gone through the phase of non-transparency to transparency. In the transparent system of appraisals appraise is taken into confidence and the whole process is interactive.*

INTRODUCTION

According to Flippo, "Performance appraisal is the systematic, periodic and an impartial rating of an employee's excellence in matters pertaining to his present job and his potential for a better job".

Performance appraisal is the process of obtaining, analyzing and recording information about the relative worth of an employee. Its aim is not simply to develop a rational basis for personal decisions. The main characteristics of performance appraisal are:

- Performance appraisal is a process consisting of steps

- It is the systematic examination of an employee's strength and weakness

- Performance appraisal is a scientific or objective study

REVIEW OF LITERATURE

Mathew Tsamenyi et al (2016) A significant number of less developed countries (LDCs), including Ghana, have embraced the World Bank/IMF led economic reforms. Ghana has been implementing these reforms since the early 1980. One of the conditions of the reforms is the privatization of former state-owned enterprises (SOEs). Such privatization activities have however generated debates among academics, practitioners, and policy makers. Research findings so far have been mixed. This paper analyzes the performance of two large privatized companies in Ghana. Both companies have been paraded by the Ghanaian authorities and the international financial community as success stories of privatization. Our objective is to examine how and why these firms have been claimed to be successful. Drawing on the dimensions of the balanced scorecard, we examine the performance of the firms from five main perspectives—financial, customers, internal business process, learning and growth, and the community.

Ronnie Yeh et al (2017) The purpose of the study was to investigate how different styles of employee uniforms affect employees' self-perceptions and hotel image. The results of the study indicated a significant relationship between uniforms and employee perceptions of job performance. Significance also existed between employees' job satisfaction and styles of uniforms.

Mohamed A. Zytoon (2018) The objective of the current paper is the evaluation of the progress of occupational safety and health in the textile sector in Jeddah Industrial Estate (JIE), Saudi Arabia over a 20-years period. A study was conducted on 2010 for the appraisal of occupational safety and health performance in JIE and the results are compared

to a similar study conducted in 1990. The 1990 study had been based on a sample of 52 plants employing 5830 workers, while that of 2010 was conducted on 135 plants employing 18351 workers. In both studies, evaluation was performed by walk-thorough survey and using detailed survey forms. Comparing the results of both studies reveals that there are considerable improvements in some issues such as exposure to physical and chemical factors, applying engineering controls, and occupational medical services. However, these improvements are much less than what is anticipated or required after two-decade period. On the other hand, a considerable decline in the performance as related to many safety elements and fire protection is observed. Interpretation of these changes and some recommendations are presented.

Andreas R. Köhler (2019) Emerging technologies can result in unintended side effects that are detrimental on safeguard subjects, namely environment, health & safety and sustainability (EHS/S). Adverse impacts of technologies can result in enterprise risks for companies that develop their business strategies around technological innovation. The EHS/S risks should therefore be mitigated prior to the market proliferation of new technologies. Risk preventative innovation strategies enhance the competitiveness of those textiles that create safe and socially acceptable products. This article examines early warning signs for EHS/S risks of two emerging technologies: nano-textiles and smart textiles. The two case studies delineate the existing knowledge regarding these aspects and investigate the innovators' awareness about environmental and safety implications of products incorporating these technologies.

Rebecca A. Thacker (2020) Relying on the concept of commitment bonds proposed by Klein, Molloy, and Brinfield (2012), the model presented herein suggests that, due to changes in the union's power status, pro-union employees will have to re-calculate their cognitive equations of reciprocity with the union *and* organization when the union is decertified, or right-to-work legislation is passed, or pro-union employees are unsuccessful in winning a union certification election. The norm of reciprocity (Gouldner, 1960) provides the basis for understanding social exchange in the workplace, suggesting that with a diminution or absence of union power, the union's ability to provide support is reduced, resulting in a lowering of felt obligation to the union. The model suggests that exchange ideology will mediate the relationship between felt obligation and commitment bond to explain how employees' relationships to the union and organization change as a union's power status declines.

STATEMENT OF THE PROBLEM

This particular topic is chosen because in most of the marketing companies the Spinning Mill industry plays a vital role for entire marketing programmed. The project is aimed at studying by means of developing effective Spinning Mill keeping in mind the cost factor and employee's performance appraisal.

Problems in performance appraisal employees often dread them. If the performance appraisal is not linked to specific career goals, top talent might not see the point and thus may view them as a negative experience. This problem means that the mere act of having a performance review process can actually result in higher turnover especially for top talent.

OBJECTIVES OF THE STUDY

Primary Objectives:

A Study on Employee Performance appraisal towards Emes Textiles Pvt.Ltd with reference to Erode.

Secondary Objectives:

1. The main objective of the study is to critically examine the Performance appraisal system at Emes Textiles Pvt.Ltd, Erode.
2. To find out how the Performance Appraisal is carried out in the organization.
3. To find out the employees perception about the concept of Performance Appraisal.
4. To find out attitude of the employees towards Performance Appraisal.
5. To suggest improvements in the existing performance appraisal system of the company.

SCOPE OF THE STUDY

The present research study has a very wide scope. It covers various aspects which is useful in several ways.

❖ The project work entitled "The study of Performance Appraisal in Emes Textiles Pvt.Ltd covers various levels of employees in the organization

❖ The scope of the study is very wide since appraisals of the performance of various employees have greater impact over the growth of the industry.

❖ It is to find out the opinion of respondents regarding performance appraisal system in the organization.

❖ From the opinion of the employees, the study would provide an attempt to monitor the changes in the performance appraisal system and suggest some suitable ways to improve the quality of the organization in order to increase its productivity.

❖ To study the benefits of performance appraisal system to the concern.

❖ It helps to improve the quality of employees as well as the concern.

LIMITATIONS OF THE STUDY

❖ Due to time constraint, the researcher has covered only a sample of 150.

❖ Employees are hesitate to express their problems about the appraisal system as they feel that performance appraisal system is a management issue and is not ready to give opinion against management is the biggest limitation for the study.

❖ Most of the employees are overload with work and don't find time to spend in filling up the questionnaire.

❖ Due to lack of time interview schedules could not be used to collect data.

RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem by plying various research techniques along with the logic behind problem

RESEARCH DESIGN

The project study is both descriptive and analytical in nature. Research design is the specification of methods and procedures for acquiring the information needed. It is an overall operational pattern (or) framework of the project that stipulates what information is to be collected from which source and by what procedures.

EXPLORATORY RESEARCH

Investigation into a problem or situation which provides insights to the researcher. The research is meant to provide details where a small amount of information exists. It may use a variety of methods such as trial studies, interviews, group discussions, experiments, or other tactics for the purpose of gaining information.

DATA COLLECTION METHOD

Primary data:

Primary data means data which is fresh collected data. Primary data mainly been collected through personal interviews, surveys etc.

Secondary data:

Secondary data means the data that are already available. Generally speaking secondary data is collected by some organizations or agencies which have already been processed when the researcher utilizes secondary data; the process of secondary data collection and analysis is called desk research.

Secondary data provides economy in time and cost. It is easily available and unbiased. Secondary data may either be published data or unpublished data. For this study secondary data were collected from the annual reports of the company and from the company website. The study depends mainly on the primary data and secondary data namely the text books, journals, newspapers, magazines and internet.

SAMPLING

Sampling definition

The act, process, or technique of selecting a representative part of a population for the purpose of determining parameters or characteristics of the whole population. Importance sampling is a more efficient approach to simulation.

Sample Size

A total of 150 sample respondents have been selected for the study.

TOOLS FOR ANALYSIS OF DATA

CHI-SQUARE TEST

It is one of the simplest and widely used non parametric test in statistical work. The quantity chi-square describe the magnitude of the discrepancy between theory and observation

Which is defined as,

$$\text{Chi} - \text{Square} = \frac{\sum(oi - Ei)2}{Ei}$$

Oi = Observed frequency

Ei = Expected frequency

In general the expected frequency for any can be calculated from the following equations

$$E = \frac{RT \ X \ CT}{N}$$

E = Expected frequency

CT = Column total

RT = Row total

N = Total number of observations

TABLE – 1

CHI-SQUARE ANALYSIS

AIM

To find out whether there is a significant difference between age and satisfaction level of present appraisal system.

Age Category	Satisfaction Level on Present Appraisal System			Total
	High	**Medium**	**Low**	
Below 25	22	15	10	47
25-35	27	11	7	45
36-45	19	12	4	35
Above 45	11	7	5	23
Total	79	45	26	**150**

Null Hypothesis (Ho): There is no significant relationship between age and satisfaction level of present appraisal system.

Alternative Hypothesis (H1): There is significant relationship between age and age and satisfaction level of present appraisal system.

CHI-SQUARE CALCULATION

Chi-square = $(Oij - Eij)^2$/Eij

E = Row total x Column total / Grand total

Oij = Observed Frequency

Eij = Expected frequency

Oi	Ei	Oi-Ei	$(Oi - Ei)^2$	$(Oi - Ei)^2$/Ei
22	24.75	-2.75	7.56	0.305
15	14.1	0.9	0.81	0.057
10	8.14	1.86	3.45	0.425
27	23.7	3.3	10.89	0.459
11	13.5	-2.5	-6.25	-0.46
7	7.8	-0.8	0.64	0.082
19	18.43	0.57	0.32	0.017
12	10.5	1.5	2.25	0.214
4	6.06	-2.06	4.24	0.70
11	12.11	-1.11	1.23	0.101
7	6.9	0.1	0.01	0.001
5	3.98	1.02	1.04	0.26
				2.161

Hence calculated value is 2.161

RESULT

Degree of Freedom = (r-1)*(c-1)

r = No. Of rows

c = No. Of columns

Degree of Freedom = (4-1)*(3-1) = 3*2 = 6

Table Value = 12.59

Calculated Value = 2.161

INFERENCE

From the chi square analysis at 5 per cent significant level, calculated value (2.161) is greater than the table value (12.59), so the null hypothesis is accepted.

Hence it shows there is not significant relationship between age and satisfaction level of present appraisal system.

FINDINGS

1. Majority (30 per cent) of the respondents are aged between 25-35 years.

2. Majority (52 per cent) of the respondents are male.

3. Majority (98 per cent) of the respondents are married.

4. Majority (34 per cent) of the respondents are Post Graduate in educational qualification.

5. Majority (58 per cent) of the respondents are having 10 years of working experience.

6. Majority (58 per cent) of the respondents belongs to the income level of above Rs.15000.

7. A good majority (37 per cent) of the respondents are satisfied on the level of agreement.

8. A good majority (41 per cent) of the respondents are strongly agreed with their level of present appraisal system.

9. A good majority (30 per cent) of the respondents are highly satisfied on the performance appraisal opined towards effectiveness in increasing the productivity.

10. Majority (40 per cent) of the respondents are highly satisfied on the strength and weakness of the job.

11. Most (54 per cent) of the respondents are highly satisfied on the performance appraisal system help for the future growth.

12. Majority (86 per cent) of the respondents said that current appraisal procedure is provided by scientific and reliable.

13. Majority (64 per cent) of the respondents said that current appraisal system is unbiased.

14. A good majority (38 per cent) of the respondents are highly satisfied on the development program organized by the factory.

15. Majority (78 per cent) of the respondents are suffered a work – related injury or illness at employer.

16. A good majority (36 per cent) of the respondents are satisfied on the medical facility provided to the employees.

17. Majority (37 per cent) of the respondents are satisfied on the work performance information is communicated to the employees.

18. Majority (35 per cent) of the respondents are opined that the safety measure provided by the management is good.

19. Majority (31 per cent) of the respondents are satisfied on the frustration of industrial work provide labor safety measures implement by the firm.

20. A good majority (37 per cent) of the respondents satisfied on the working condition.

21. A good majority (45 per cent) of the respondents are friendly relationship with management and coordination.

22. Majority level of 58% of the respondents are Selecting right people abilities planning production process in satisfied

SUGGESTIONS

❖ To encourage the worker through prizes and awards for their talent then only performance improved.

❖ The comment is not known to the individual so that the individual has taken no steps to improve himself about his weakness. So the appraisal system should be known to the individual for the purpose of self-development, to eradicate the previous negative things and to improve his attitude in efficiency.

❖ Counseling program for employees can be arranged after the completion of performance appraisal.

❖ Appraisal reports are to be scrutinized by expert committees at division and corporate levels for correctness as sometimes it is observed that they are being influenced by personal feelings.

❖ Though the organization is providing various ways for employee improvement, to promote continuous learning there should be specific mentioning of new skills required and marks should be awarded based on skills acquired, which motivates the employees to learn more.

❖ The Appraisal system is to be modified for every five years to make it more effective and in tune with changing times.

❖ To give more training to the worker to realize their strength

CONCLUSION

Performance appraisal provides feedback information about the level of achievement and behavior of subordinates, rectifying performance deficiencies and to set new standards of work, if necessary. It also identifies individuals with high potential who can be groomed for higher positions.

The company should make arrangement for performance appraisal committee. If the mode of appreciation method is in award and prizes, employees can be easily motivated. After the performance appraisal by the company, the corrective

measures must be taken immediately. It must be revised its appraisal system as to ensure the company to increase its productivity.

Basis on the overall analysis, it is hereby concluded that the employees of Narasus Spinning Mill are satisfied with the present appraisal system which serves as a means for evaluating the effectiveness of devices used for the selection and classification of employees in this company.

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