

## **A STUDY ON THE PERFORMANCES APPRAISAL AMONG EMPLOYEES IN VADAMALAYAN HOSPITALS PVT LTD, MADURAI**

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**Abstract**— *The study has been done in Vadamalayan Hospitals Pvt Ltd, Madurai. The title of the project is “A Study on the Performances Appraisal among Employees”. The main objective of the study is to find out the overall Performance appraisal among the employees in the company. In the company I have studied thoroughly the working method and functions of the Human Resource department individually. The sample size is 120. The sample method used for this study is the Percentage Analysis, Correlation and Chi-square. The data has been collected through a well-structured questionnaire and has been analyzed with the help of SPSS package.*

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### **INTRODUCTION**

The Performance Appraisal is the process of obtaining, Analysing and recording information about the relative worth of an employee. The focus of the performance appraisal is measuring and improving the actual performance of the employee and also the future potential of the employee. Its aim is to measure what an employee does. The Performance Appraisal is A Systematic and Periodic Process of Measuring an Individual's Work Performance against the Established Requirements of the Job. It's a Subjective Evaluation of the Employee's Strengths and Weakness, Relative Worth to the Organization, and Future Development Potential.

### **STATEMENT OF THE PROBLEM**

Performance appraisal is designed to maximize effectiveness by bringing participation to a more individual level in that it provides a forum for consultation about standards of work, potential, aspirations and concerns. It is an opportunity for employees to have significantly greater influence upon the quality of their working lives. In these times of emphasis on "quality", there is a natural equation: better quality goods and services from employees who enjoy better quality "goods and services" from their employers.

Performance appraisal is a process of assessing, summarizing and developing the work performance of an employee. In order to be effective and constructive, the performance manager should make every effort to obtain as much objective information about the employee's performance as possible. Low performance can push the organization back in today's tough competition scenario. The project is aimed at analysing the performance appraisal in Vadamalayan Hospitals Pvt Ltd, Madurai.

### **OBJECTIVES OF THE STUDY**

#### **Primary Objectives:**

- To Study the Performances Appraisal Among Employees in Vadamalayan Hospitals Private Limited, Madurai.

#### **Secondary Objectives:**

- To Study the Performance appraisal among the employees at Vadamalayan Hospitals Private Limited, Madurai.

- To Evaluate Employees Job Performance in order to Provide Feedback on their Strengths and Areas for Improvement at Vadamalayan Hospitals Pvt Ltd Madurai.
- To Identify Top- Performing Employees who may be Eligible for Promotions, Bonuses, or Other Recognition.
- To Improve Overall Organizational Performance by Identifying Opportunities for Individual and Team Improvement.
- To Support Decision-Making Related to Compensation, Promotions, Disciplinary Actions and other HR processes.

### **NEED FOR THE STUDY**

Performance appraisals are a regular review of employee's performance with in organisation. This main focus of the company is always on the employee's satisfaction and industrial studies have revealed that this aspect is to a great dependent on performance appraisal system existing in a company. Management wants to know the quality of appraisal criteria and duration from the view point of employees. This is the need for the study.

### **SCOPE OF THE STUDY**

The study has been conducted with respect to performance appraisal system existing in the organization which is useful to know the strength and weakness of appraisal as well as employees. Therefore, the management can update the system with necessary changes.

### **HYPOTHESIS OF THE STUDY**

It means tentative generalization of the validity of which remains the tested. In short it deals with certain assumptions made in the study.

#### **Null hypothesis**

A hypothesis which assumes that there is significant difference between sample statistics and population parameter is called null hypothesis. It is denoted by  $H_0$

#### **Alternative hypothesis**

A hypothesis which assumes that there is significant difference between sample statistics and population parameter is called alternative hypothesis. It is denoted by  $H_1$

### **RESEARCH DESIGN**

A research design is a plan structure and strategy of investigation conceived. So as to answer research question and control variance. The research design adopted for the study is descriptive research design. It is the information needed to structure or solve the research problem.

### **RESEARCH METHODOLOGY**

Research is a careful investigation or inquiry epically through search for new factors in any branch of knowledge. Research methodology is the process of systematic investigation of any management problems and deals with research design data collection method. Sampling plan, sampling method.

### **METHOD OF DATA COLLECTION**

Data collection is a term used to describe process of preparing and collecting data. Systematic gathering of data for a particular purpose from various sources, that has been systematically observed, recorded, organized. Data are the basic inputs to any decision-making process in business. In this survey in order to meet the objectives of the study both primary data and secondary data were collected.

#### **Primary Data**

The primary data are those which are collected for the first time and thus happen to be original characters in primary data do not already exist in any publications. In this study the primary data is collected by questionnaire. The questionnaire was handed over to various respondents and the data is collected.

### **Secondary Data**

The secondary data is the data that have been already collected by and readily available from other sources. Such data are cheaper and quickly obtained than the primary data. The secondary data are collected from the company records and magazines, journals, internet etc.,

### **Tools for Data collection**

Among the various methods, which can be used to collect the primary data, the researcher has adopted questionnaire method. The researcher has prepared structured questionnaire, which contained predominately Multiple Choice questions. The respondent's opinion is gathered with regard to the problem with the help of the Questionnaires.

### **Sampling Design**

A sample is a small representation of a larger whole. When some of the elements are selected with the intention of finding out something about the population from which they are taken, that group of elements is referred as a sample, and the process of selection is called sampling.

### **Sampling Unit**

The respondents of the study are part of population of employees of Vadamalayan Hospitals Private Limited Madurai. Each employee is considered to be sampling unit.

### **Population**

The Number of employees in Vadamalayan Hospitals Private Limited Madurai is above 1300 employees. And 120 employees are selected for the research.

### **Sample Size**

The number of Item to be selected constitutes a sample. 120 employees are selected as sample for the research. I had Chosen the Random Sampling Method for the Research.

### **Frame Work for analysis**

The Primary data was from the respondents has been sorted, classified, edited and tabulated a proper format ad analyses by developing appropriate statistical tools. The researchers used SPSS software for recording and calculating 120 samples.

### **ANALYTICAL TOOLS FOR THE STUDY**

The Tools used are:

- Percentage analysis
- Chi-square
- Correlation

### **PERIOD OF THE STUDY**

The Period of the Study is from 18.03.2024 to 15.06.2024

### **AREA OF THE STUDY**

This Study is based on the analysis of Performance Appraisal among employees in Vadamalayan Hospitals Private Limited, Madurai.

### **LIMITATION OF THE STUDY**

- This Study is only limited to Vadamalayan Hospitals Private Limited, Madurai
- The Sample Size is Taken from 120 Employees
- Genuinely the Answers are given by the Employees.

**DATA ANALYSIS AND INTERPRETATION**

**CHI- SQUARE ANALYSIS**

**TABLE 1: PERFORMANCE APPRAISAL MOTIVATE AND JOB SATISFIED**

	<b>Observed N</b>	<b>Expected N</b>	<b>Residual</b>
Strongly disagree	8	24.0	-16.0
Disagree	20	24.0	-4.0
Neutral	39	24.0	15.0
Agree	26	24.0	2.0
Strongly agree	27	24.0	3.0
Total	120		

**TABLE 2: CURRENT PERFORMANCE APPRAISAL SATISFIED OF EMPLOYEES**

	<b>Observed N</b>	<b>Expected N</b>	<b>Residual</b>
Strongly disagree	13	24.0	-11.0
Disagree	28	24.0	4.0
Neutral	12	24.0	-12.0
Agree	58	24.0	34.0
Strongly agree	9	24.0	-15.0
Total	120		

**TABLE 3: TEST STATISTICS**

	<b>Performance Appraisal Motivates And Job Satisfied</b>	<b>Current Performance Appraisal Satisfied Of Employees</b>
Chi-Square	21.250 <sup>a</sup>	69.250 <sup>a</sup>
df	4	4
Asymp. Sig.	.000	.000

a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 24.0

**CORRELATIONS:**

**TABLE 4: CORRELATIONS**

		<b>EXPERIENCES OF EMPLOYEES</b>	<b>SALARY OF EMPLOYEES</b>
Experiences of employees	Pearson Correlation	1	.900**
	Sig. (2-tailed)		.000
	N	120	120
Salary of employees	Pearson Correlation	.900**	1
	Sig. (2-tailed)	.000	
	N	120	120

\*\* . Correlation is significant at the 0.01 level (2-tailed).

**FINDINGS:**

- Equality 60 % of the Respondents are Male and Female
- Majority of 33.33 % of the respondents are aged Between 21 - 30 Years
- Majority of 75 % of the Respondents Marital Status Are Married
- Majority of 45.83 % of the Respondents Educational Qualification are UG Level
- Majority of 50.83 % of the Respondents Experience are between 2 – 5 years
- Majority of 37.5 % of the Respondents Income are Between 10,000 – 20,000
- Majority of 34.17 % of the Respondents are Strongly Agree with the Performance Appraisal Helps to Improve Skills.
- Majority of 28.33 % of the Respondents are Disagree with the Performance Appraisal Handle Emergencies.
- Majority of 32.5 % of the Respondents are Neutral with the Performance Appraisal Improves Motivation and Job Satisfaction.
- Majority of 30 % of the Respondents Are Strongly Agree with the Performance Appraisal helps to achieve the Goals.
- Majority of 38% of the Respondents are Strongly Agree with the Employee Participation is allowed in Performance Appraisal Decision.
- Majority of 34 % of the Respondents are Agree with the Rating Regarding Compensation Linked with Performance.
- Majority of 33% of the Respondents are Agree with they Feel Recognized or Rewarded for Their Work.
- Majority of 48 % of the Respondents are Agree with the They Satisfied with the Current Performance Process.
- Majority of 35 % of the Respondents are agree with their work is Accurately Evaluated During the Performance Appraisal
- Majority of 33.33 % of the Respondents are Neutral with that they believe the Performance appraisal Process is Transparent.

- Majority of 34 % of the Respondents are Strongly Agree with the Criteria for the Performance Appraisal is clear to them.
- Majority of 41.67 % of the Respondents are Strongly Agree with Think the Performance Appraisal Process Helps in Identifying Your Strength and weakness.
- Majority of 33.33 % of the Respondents are strongly Agree with the Performance Appraisal Process cause any Stress or Anxiety.
- Majority of 44 % of the Respondents are Neutral with the Performance Appraisal Process Consider their Contribution to Hospital wide Initiative and Committees.
- Majority of 30 % of the Respondents are Strongly Agree with the Performance Appraisal Process Updated with Latest Medical Knowledge.
- Majority of 30 % of the Respondents are Neutral with the Performance Appraisal Ability to Educate Patients.
- Majority of 32 % of the Respondents are Agree with the Performance appraisal Process Considered Your Ability to Handle Stress and Work Pressure.
- Majority of 31.67 % of the Respondents are Neutral with the Performance Appraisal Process is Fair.
- Majority of 31.67 % of the Respondents are Neutral with the Overall Performance Appraisal.
- Majority of 31.67 % of the Respondents are Neutral with the Performance Appraisal Process Consider all Aspects of job.
- Majority of 40 % of the Respondents are Neutral with the Performance Appraisal Process Develop Training Programs.

#### **SUGGESTIONS:**

- According to the data the respondent were moderately satisfied with the improvement of their behavior.
- To provide extra opportunities and proper performance appraisal can be provided to the employees.
- The organization can even adopt many performances appraisal methods to overcome the barrier between employee and the organization.
- 360-Degree Feedback: Implementing a 360-degree feedback mechanism can provide a more holistic view of an employee's performance by incorporating input from peers, subordinates, and other relevant stakeholders. This comprehensive feedback can highlight different perspectives and areas for improvement that might not be apparent in a traditional top-down appraisal.
- By giving Continuous Improvement: Finally, we should regularly review and refine our performance appraisal processes based on feedback from staff and best practices in the industry. This will help ensure that our approach remains relevant, effective, and aligned with our overall mission and goals. I believe that by implementing these enhancements, we can create a more effective and supportive performance appraisal system that not only evaluates but also actively contributes to the professional growth and satisfaction of our staff.

#### **CONCLUSION:**

The performance appraisal in Vadamalayan Hospitals Private Limited is good. In conclusion a performance appraisal is one of the most important factors in any organization and also a great tool used to record productivity. Every organization has to have goals and objectives established and every employee has to be involved in the process. Also conducting a performance appraisal will improve productivity and also the morale of the employees. Appraisals are a positive way for a manager to let the employees know how well they are performing the duties that are assigned to them. Sometimes we get caught up in our job and do not realize what all the company strives to do for employees. Whether the reward is a lousy employee dinner and or a simple thank you card, your work is being recognized. Also employees should be thankful for any job they may have, because the company did not have to hire on any means.

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