

A STUDY ON PERFORMANCE APPRAISAL AND EMPLOYEE MOTIVATION IN PRESSANA AUTOMOBILES PVT LTD, WITH SPECIAL REFERENCE TO NAMAKKAL

Kalpana P¹, T.Gomathi²

¹*II Year MBA Student, Gnanamani College of Technology (Autonomous), Namakkal.
Email ID: kalpanaammu202@gmail.com*

²*HOD, Department of Management Studies, Gnanamani College of Technology (Autonomous), Namakkal.*

Abstract—*The performance of organization and employee motivation has been the focus of intensive research effort in recent times. How well and company motivates its workers in order to achieve their mission and vision is of paramount concern. Employees in both public and private sector organization are becoming increasingly aware that motivations increases productivity. Performance appraisals are a regular review of employee's performance within organization. For a people first company the main focus 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 company. Management wants to know the quality of appraisal criteria parameters and duration from the view point of employees.*

Keywords: *Sustainable Plastics, Biodegradable Plastics, Market Potential, Environmental Benefits, Eco-Conscious Products.*

INTRODUCTION

Performance appraisal, also known as performance evaluation or performance review, is a systematic process of assessing an individual employee's job performance and productivity within an organization. It typically involves evaluating various aspects of an employee's work, such as their achievements, skills, competencies, behaviors, and contributions to the organization's goals and objectives.

Performance appraisals are often conducted periodically, such as quarterly, semi- annually or annually and serve several purposes, including providing feedback to employees, identifying areas for improvement, aligning individual goals with organizational objectives, and making decisions related to promotions, bonuses, or disciplinary actions.

Performance appraisal is necessary to measure the performance of the employees and the organization to check the progress towards the desired goals and aims. Performance appraisal continues to be a subject of interest and importance to human resource specialists. For decades, performance appraisal has received considerable attention in the literature, from both researchers and practitioners alike.

The latest mantra being followed by organizations across the world is "getting paid according to what you contribute" – the focus of the organizations is turning to performance management and specifically to individual performance. Performance appraisal helps to rate the performance of the employees and evaluate their contribution towards the organizational goals.

STATEMENT OF THE PROBLEM

The performance of organization and employee motivation has been the focus of intensive research effort in recent times. How well and company motivates its workers in order to achieve their mission and vision is of paramount concern. Employees in both public and private sector organization are becoming increasingly aware that motivations increases productivity. Performance appraisals are a regular review of employee's performance with in organization. For a people first company the main focus 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 company. Management wants to know the quality of appraisal criteria parameters and duration from the view point of employees.

OBJECTIVES OF THE STUDY

- To have a look at the effectiveness of the performance appraisal in Pressana Automobiles Pvt Ltd company.
- To measure the worker pride with the cutting-edge appraisal system observed in the company.
- To provide treasured pointers to enhance the effectiveness of performance appraisal.
- To examine the personnel opinion about overall performance appraisal.
- To know the Employee motivate in accordance with wellbeing measures and job safety.
- To give feedback of some courses for improving the satisfaction level of employees
- To gain practical knowledge about the various factors that bureaucracy a part of overall performance appraisal.

SCOPE OF THE STUDY

The present research look at has a very extensive scope. It covers numerous aspects which is beneficial in numerous methods.

- The scope of the examine is very wide seeing that appraisal of the overall performance of numerous employees has extra impact over the growth of the enterprise.
- It is to discover the opinion of respondents regarding performance appraisal gadget inside the employer.
- Employee motivation is the vital factor of an employee's organizational behavior. A contented employee has a positive viewpoint towards his or her job and would go beyond the usual prospect in his or her job.
- A person who places high implication on imagination, self-government and autonomy is likely to be badly synchronized with an organization that seeks traditional values from its employees

LIMITATIONS OF THE STUDY

- As the study was to be completed in a short time, the time factor acted as a considerable limit on the scope and the extensiveness of the study.
- The information provided by respondents may not be fully accurate due to unavoidable biases.
- Since this is a one person survey, the number of respondents is relatively small for this kind of study. However, this could not be helped due to constraints on time and money.
- The technique for collecting the data is convenience sampling due to monetary and manpower constraints.

RESEARCH METHODOLOGY

Research method is a manner to systematically solve the research trouble. It can be understood as a technological know-how of studying how studies are achieved scientifically. In it we observe the various steps that are normally adopted by means of a researcher in studying his studies trouble together with the good judgment behind them. It is important for the researcher to realize now not simplest the studies methods strategies but additionally the method.

RESEARCH DESIGN

The ambitious problem that follows the assignment of defining the research problem is the training of the layout of the research, popularly referred to as the —studies layoutl. A studies design is the arrangement of conditions for series and analysis of records in a way that aims to combine relevance to the research reason with economic system in system. As such the design includes an outline of what the researcher will do from writing the speculation and its operational implications to the final evaluation of information

SAMPLE METHOD

Sampling can be described as the choice of some a part of an aggregate or totality on the idea of which a convenience or inference about the aggregate or totality is made. In different phrases, it's far the manner of acquiring information about a whole population by way of inspecting handiest a part of it.

SAMPLING TECHNIQUES

The sampling technique used in this have a look at is —convenience sampling whilst the population element for inclusion in the sample is based totally on the benefit of get admission to. It may be called as convenience.

SAMPLE SIZE

The studies has selective respondent 155 samples simplest.

METHODS OF DATA COLLECTION PRIMARY DATA

Primary intention is unique and gathered by way of the researcher freshly. In this look at Primary information changed into amassed thru questionnaire. A questionnaire is a famous method of collecting Primary facts.

SECONDARY DATA

Secondary facts is the records, that is already available. It can be obtained thru employer facts, net and a few information accumulated from the statement technique via the researcher.

TOOLS FOR ANALYSIS OF DATA

- Simple Percentage Analysis
- Chi-square Analysis
- Correlation
- ANOVA

DATA ANALYSIS AND INTERPRETATION

CHI SQUARE TEST

NULL HYPOTHESIS

H₀: There is no significance relationship between educational qualification of the respondents and performance appraisal system provides an opportunity.

ALTERNATIVE HYPOTHESIS

H₁: There is a significance relationship between educational qualification of the respondents and performance appraisal system provides an opportunity.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Educational qualification of the respondents * appraisal system promote employee career growth	155	100.0%	0	.0%	155	100.0%

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS * APPRAISAL SYSTEM**PROMOTE EMPLOYEE CAREER GROWTH Cross tabulation**

Count		APPRAISAL SYSTEM PROMOTE EMPLOYEE CAREER GROWTH					Total
		Highly satisfied	Satisfied	Neither satisfied not dissatisfied	Dissatisfied	Highly dissatisfied	
EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	Under Graduation	53	1	0	0	0	54
	Post Graduation	0	42	10	0	0	52
	No formal education	0	0	24	14	11	49
Total		53	43	34	14	11	155

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.609E2 ^a	8	.000
Likelihood Ratio	289.631	8	.000
Linear-by-Linear Association	126.099	1	.000
N of Valid Cases	155		

a. 6 cells (40.0%) have expected count less than 5. The minimum expected count is 3.48.

Symmetric Measures

		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Ordinal by Ordinal	Gamma	1.000	.000	88.714	.000
Measure of Agreement	Kappa	.c			
N of Valid Cases		155			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Kappa statistics cannot be computed. They require a symmetric 2-way table in which the values of the first variable match the values of the second variable.

RESULT

From the output through the Chi-square test, it is obtained that the asymptotic significance is 0.000 which is less than 0.05 (i.e., $0.00 < 0.05$) describes that there is no relationship between educational qualification of the respondents and performance appraisal system provides an opportunity. The value is obtained is less than 0.05 interpreted that null hypothesis (H_0) is accepted

CORRELATION

The table shows that the relationship between age of the respondents and satisfaction level about job performance

Correlations

		AGE OF THE RESPONDENTS	SATISFACTION LEVEL ABOUT JOB PERFORMANCE
AGE OF THE RESPONDENTS	Pearson Correlation	1	.966**
	Sig. (2-tailed)		.000
	N	155	155
SATISFACTION LEVEL ABOUT JOB PERFORMANCE	Pearson Correlation	.966**	1
	Sig. (2-tailed)	.000	
	N	155	155

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

NONPARAMETRIC CORRELATIONS

Correlations

			AGE OF THE RESPONDENTS	SATISFACTION LEVEL ABOUT JOB PERFORMANCE
Kendall's tau_b	AGE OF THE RESPONDENTS	Correlation Coefficient	1.000	.952**
		Sig. (2-tailed)	.	.000
		N	155	155
	SATISFACTION LEVEL ABOUT JOB PERFORMANCE	Correlation Coefficient	.952**	1.000
		Sig. (2-tailed)	.000	.
		N	155	155
Spearman's rho	AGE OF THE RESPONDENTS	Correlation Coefficient	1.000	.976**
		Sig. (2-tailed)	.	.000

		N	155	155
	SATISFACTION LEVEL ABOUT JOB PERFORMANCE	Correlation Coefficient	.976**	1.000
		Sig. (2-tailed)	.000	.
		N	155	155

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

RESULT

There are relationships. From the output the Correlation test, the value obtained is less than 0.01 interpreted that null hypothesis (Ho) is accepted. There is no significance relationship between age of the respondents and satisfaction level about job performance

ANOVA

NULL HYPOTHESIS

H₀: There is no significance relationship between work experience of the respondents and complete the activity within the time.

ALTERNATIVE HYPOTHESIS

H₁: There is a significance relationship between work experience of the respondents and complete the activity within the time.

Descriptives

Work experience of the respondents		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum	Between-Component Variance
						Lower Bound	Upper Bound			
Strongly agree		61	1.62	.489	.063	1.50	1.75	1	2	1.864
Agree		36	2.94	.232	.039	2.87	3.02	2	3	
Neutral		31	3.48	.508	.091	3.30	3.67	3	4	
Disagree		15	4.73	.458	.118	4.48	4.99	4	5	
Strongly disagree		12	5.00	.000	.000	5.00	5.00	5	5	
Total		155	2.86	1.249	.100	2.67	3.06	1	5	
Model	Fixed Effects			.423	.034	2.80	2.93			
	Random Effects				.702	.91	4.81			

Test of Homogeneity of Variances

WORK EXPERIENCE OF THE RESPONDENTS

Levene Statistic	df1	df2	Sig.
65.171	4	150	.000

ANOVA							
WORK EXPERIENCE OF THE RESPONDENTS			Sum of Squares	df	Mean Square	F	Sig.
Between Groups	(Combined)		213.263	4	53.316	297.388	.000
	Linear Term	Unweighted	147.932	1	147.932	825.146	.000
		Weighted	206.360	1	206.360	1.151E3	.000
		Deviation	6.903	3	2.301	12.835	.000
Within Groups			26.892	150	.179		
Total			240.155	154			

HOMOGENEOUS

WORK EXPERIENCE OF THE RESPONDENTS

Complete the activity with in the time		N	Subset for alpha = 0.05				
			1	2	3	4	5
Student-Newman-Keuls ^a	Strongly agree	61	1.62				
	Agree	36		2.94			
	Neutral	31			3.48		
	Disagree	15				4.73	
	Strongly disagree	12					5.00
	Sig.		1.000	1.000	1.000	1.000	1.000

RESULT

From the above analysis, we find that calculated value of the F-value is a positive

297.388 value, so H1 accept. Since the P value 0.000 is less than < 0.05 regarding there is a significant relationship between work experiences of the respondents and complete the activity within the time. The results are significant at 4% level

FINDINGS

1. Majority 56.1% of the respondents are female
2. Maximum 34.2% of the respondents are in the age between 26 – 30 years.
3. Maximum 34.8% of the respondents are under graduation qualification.

4. Maximum 32% of the respondents are experienced in 3-4 years.
5. Maximum 38.7% of the respondents are earning below Rs.25,000
6. Majority 94.8% of the respondents said company provide promotions
7. Majority 32.3% of the respondents are agree with appraisal system provides an opportunity
8. Majority 38.7% of the respondents are satisfied with job performance
9. Majority 34.2% of the respondents are highly satisfied with employee career growth.
10. Majority 90.3% of the respondents said company boosts performance
11. Majority 38.1% of the respondents are agree with evaluating a performance
12. Majority 39.4% of the respondents are agree for complete the activity within the time
13. Majority 40.6% of the respondents are strongly agree for setting and achieving relevant objectives
14. Majority 34.2% of the respondents are satisfied with the existing performance
15. Majority 45.8% of the respondents said sometimes conflict arise between employees after performance appraisal
16. Majority 85.8% of the respondents said changes arise from the company after appraising the performance
17. Majority 46.5% of the respondents said company made both positive and negative changes
18. Majority 34.2% of the respondents said appraisal give very much constructive criticism in a friendly and positive manner
19. Majority 36.1% of the respondents are satisfied with work is recognized and appreciated
20. Majority 30.3% of the respondents said usually employee motivate are recognized as individuals
21. Majority 38.1% of the respondents are satisfied with relationship with fellow workers

SUGGESTIONS

- Appraisal reports are to be scrutinized through professional committees at division and corporate stages for correctness as from time to time its miles found that they're being stimulated via private emotions.
- Though the corporation is offering numerous approaches for employee improvement, to promote continuous mastering there must be particular mentioning of latest skills required and marks must be provided primarily based on abilities obtained, which motivates the personnel to research more.
- The appraisal system is to be changed for each 5 years to make it more powerful and in song with changing instances.
- Appraisal reviews are to be scrutinized by using professional committees at division and corporate degrees for correctness as every now and then it's far determined that they're being inspired by way of non-public feelings.
- These include enhancing consistency in performance feedback, evaluating the fairness of the PA system more comprehensively, building trust and transparency in the system, leveraging employee participation in goal setting, and capitalizing on the existing reward system. These actions are aimed at improving employee motivation through the performance appraisal process.

CONCLUSION

Suggest that the company has suffered from some of the troubles associated with overall performance appraisal. Attention ought to be paid to enhancing the machine in terms of training ratters and putting clear dreams for the betterment of the personnel and the carrier in standard. The fairness perception varied depending on factors like the supervisor's behaviour

and the objectivity of the appraiser. However, statistical significance was not reached except in the case of performance feedback and years of service

Performance appraisal management motivates employees and influences their productiveness and ensures that they may be generating at ideal tiers. Performance evaluation machine will be related to enterprise objectives to get higher results and proper overall performance of the employees. Effectiveness of any appraisal machine relies upon on how all of the customers of the system recognize the functions, be given and attempt for attaining them. For designing any machine, employee and managerial performance need to be considered. From the take a look at, its miles determined that remarks to the employees aren't proper in the business enterprise. Periodical and routine comments may be given to the personnel for their precise performance in the paintings, which motivates the worker to complement the relationship among the superiors and subordinates.

BIBLIOGRAPHY

- **Rebecca A. Thacker (2014)** - Human Resource Management Review, 'The application of social exchange to commitment bonds of pro-union employees: cognitive calculations of reciprocity', Available online 11 March 2015
- **Szilagy & Wallace (2014)** Employee performance measurement and performance appraisal policy in an organisation, Mediterranean journal of social sciences, MCSER publishing, Rome-Italy, 5(9), 342-347
- **Chapman (2015)** Impact Of Employee Participation On Job Satisfaction, Employee Commitment And Employee Productivity
- **McLean, VA (2016)** Managerial performance: Performance Management in action. Chattered Institute of Personnel and Development
- **Wise (2017)** Human resource management at work: people management and development Balor University, USA, 2005
- **Armstrong & Baron (2018)** Performance Management : a review of general concepts and issues
- **Churchill et al., (2019)** Blending formal and informal approaches to management learning New York Mc Graw Hill Book Co., 2006
- **Ahmed S.** The Emerging Effectiveness for Human Resource Management: An Exploratory Study with Performance Appraisal. The Journal of Management Development, 1999; 18:6:543-556.
- **Armstrong M.** Armstrong's Handbook of Performance Management: An Evidence-Based Guide to Delivering High Performance. London: Kogan Page Publishers, 2009.
