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## **A Study on impact of Performance Appraisal System in Enhancing the Employees Productivity**

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### **ABSTRACT:**

This research study is mainly on the employee productivity as a case study that would help guarantee high productivity of products and services in the organization. The Title of the study is "Impact of performance appraisal system in enhancing employee's productivity". It also examines the promotion, motivation, placement, training and job satisfaction of employees so as to appraise the job performance in the organization. The study was based on collecting the data from various sources like Primary data secondary data and structuring. The statistical tools used such as one-wayanova test and descriptive test is used. The statistical software SPSS was used to analyze the data. The findings of the research survey discovered that objective and well-planned high performance of employee's productivity, retraining and consistent training are to be organized for the people involved in appraisal programme. study concludes that implementation of management by objectives as performance appraisal was statistically important in appraising employee's performance.

**Keywords:** Performance Appraisal, Employee Productivity.

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### **INTRODUCTION**

Employee productivity is very important to top management because it is also a central measure of general management effectiveness. Performance appraisal therefore, involves the identification, measurement, and management of employees' output in organizations. Effective performance appraisal helps management in finding ways of training and motivating employees so as to retain the best available talents and to improve organizational performance. In the absence of this, the most capable employees may decide to leave an organization, where incentive levels are low, leading to high labour turnover that often has negative effect on productivity. Productivity is a measure of output per employee and means the effective use of organizational resources. The motivational aspect of performance appraisal is central to employee. Performance appraisal is a formal and systematic approach of identifying, observing, measuring, recording and developing the job-relevant strengths and weaknesses of employees. Systematic way of evaluating the worker's performance appraisal is the method of performance appraisal. Typical overall performance on his job and the possible for development. There arises an integral desire for any business enterprise to think about its employee's common overall performance constantly to affirm their enchantment and to be conscious of their situation in the organization. Performance appraisal is a discussion and review of employees' performance of given tasks and responsibilities globally. It evaluates and measures the results of the performance of employees indicating their deficiencies and potentialities so that they can improve overtime. A decent appraisal system is very important to the supervision of employees in an organization. The degree to which performance appraisal activities have resulted to productivity of the company is the main focus of this research study.

The project is an excellent chance for students to get valuable knowledge about the firm. It is also beneficial for students to grasp the corporate environment. It helps in a very efficient manner with appropriate guidelines provided by the guide. The 12-weeks project was undertaken on a study on impact of performance appraisal system in enhancing employee's productivity.

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### **OBJECTIVE OF THE STUDY**

- A study on impact of performance appraisal system in enhancing employee's productivity.
- To discover the impact of overall performance appraisal on worker performance.

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## LITERATURE REVIEW

### **Nandhakumar, S.Praveen Kumar in 2019**

Research on Performance Appraisal the main objective of this study on the process and methods of performance Appraisal helps a company to know what has to be done and where they lag in fulfilling the Vision of the Organization. The result is to improve the interrelationship between employees and superior through this the employee get support from their superior to fulfill their targets and they have to make the review.

### **Idowu, Ayomikun O. in April 2017**

A study on Effectiveness of Performance Appraisal System and its Effect on Employee Motivation. The main objective of this study to examine and explore the link between performance appraisal and motivation at Shine Communication. As a result, a number of performance appraisal techniques have over time been devised to help establish employee's performance.

### **Dr.Raghunathan and 2N Subbu Krishna Sastry, in 2018**

A study on Performance Appraisal and Employee's Performance by Measuring the Latest Role of Motivation in an Organization. The main objective of the study was to Identifying systemic factors that are barriers to, or facilitators of, effective performance. As a result, a number of performance appraisal techniques have over time been devised to help establish employee's performance.

### **SudiApakaSeferGumusGokhanOnerc,HandeGulnihalGumu in 2016**

A study on appraisal and a field study the main objective of the study was ought to adopt a strong administrative mentality. They have concluded that the organizations prepare and implement their performance management systems in accordance with their requirements and the specifications of their organization.

### **Dr.Raghunathan and 2N Subbu Krishna Sastry, in December 2018**

A Study of Performance Appraisal and Employees Performance by Measuring the Latest Role of Motivation in the main objective of the study was The Salary increase Performance appraisal plays a role in making decision about salary increase which, normally salary increase of an employee depends performing his job status. The result is in a short period of time the employees are aware about the various policies are implemented by the company and also it gains goodwill in the minds of employees. It is a Quantitative method.

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## METHODOLOGY

The research design used in the study is descriptive type of research. The descriptive type research is typically determining frequently with which something occurs or how variables vary together.structured data is collected to design thePrimary data secondary data. The population consist of approximately 300 employees.Sampling unitchoose from the Real estate industry and 60 Employees are selected for the study.The sampling method used is probability simple random method for the survey. The survey conducted from all the employees from the company.

### **HYPOTHESIS FOR THE STUDY**

H0: There is no significant relationship between overall performance appraisal and worker productivity.

H1: There is a significantrelationship between overall performance appraisal and worker productivity.

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## RESULTS AND DISCUSSION

As stated at the outset of this study, the study assisted in identifying some determinants of employee performance. The evaluation is done based on the performance of employees in the company.The performance appraisal should be there in the organization which motivate employees to work hard.The employees responded that the performance appraisal is conducted in both formal and informal in the organization.the study decided that organizations should evaluate their employees frequently through accomplishments, organizational goals, utilized targets and time management as it would help increase employee's productivity.study recommend that organizations should develop and implement performance appraisal methods to help provides opportunities to the organization by recognizing employees training needs, help workers on time management through proper planning, offer poor performers are chance to improve, help employees meet performance objectives, helps managers to make cognizant decisions about assignments and promotions based on appropriate facts and enhance synergies of employees.

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## CONCLUSION

This research has been conducted to investigate the impact of Performance Appraisal Practices on Employee Productivity which is based on real estate. From the research findings, the study decided that organizations should evaluate their employees frequently through accomplishments, organizational goals, utilized targets and time management as it would help increase employee's productivity. From the research results, the research study states that

organizations should use the behavioural performance evaluation method as it was statistically important in impelling employee's relationship through increased interpersonal relationships, team work and nurtured integration, reliability of the workers who may work without adequate supervision, adaptation of employees to changing environment and through individual staff improvement plan which help employees plan for their future career development.

The study states that applying performance appraisal methods in order to recognize employees rewards and provides opportunity to establish individual development strategy, encourage the individual work achievement and planning of targets and making the organization make conversant decisions on how to promote their employees.

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