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## Performance Evaluation and Quality Management on Export

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### ABSTRACT:

Performance evaluation is defined as a formal and productive procedure to measure an employee's work and results based on their job responsibilities. Quality management is the act of overseeing all activities and tasks that must be accomplished to maintain a desired level of excellence. This study was Descriptive in nature. The sample technique used here is census method. The sample size was taken as 120. The data were collected through questionnaire. Sago industry can grow and do well by making sure its products are always good quality, making production smoother, working with others to come up with new ideas, and managing how things get from one place to another efficiently by keeping customers happy, teaching employees well, and doing business responsibly, the sago industry can succeed and help the economy

**Keywords:** Performance evaluation, production system, Quality in sago industry, future scope for sago

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### INTRODUCTION

A 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 weaknesses, relative worth to the organization, and future development potential. Performance appraisals are also called performance evaluations, performance reviews, development discussions, or employee appraisals. If you conduct a successful performance appraisal, you can get a handle on what the employee does best and identify areas that require improvement.

Performance evaluations assist in determining how to distribute a company's limited budget for giving out incentives, such as raises and bonuses. In addition, they give businesses a tool to identify the workers who have made the most contributions to their expansion so that they may appropriately reward their top performers

Quality management is the act of overseeing all activities and tasks that must be accomplished to maintain a desired level of excellence this includes the determination of a quality policy, creating and implementing quality planning and assurance, and quality control and quality improvement.

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### OBJECTIVES OF THE STUDY

To Analyze the Demographic Profile of the Respondents

To know the factors' responsible for Performance Evaluation

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### STATEMENT OF THE PROBLEM

In Vikram Trading Company various markets such as stocks, commodities, and currencies, face a range of challenges in the trading company regulatory environments can change, affecting trading rules and compliance requirements. Traders must stay informed about regulatory developments and adapt their strategies accordingly. Traders face the risk that the party on the other side of a trade may default.

For Ex:

- **Do You Feel Quality Function Development?**
- **Do You Feel Approach And Values In Your Working Area?**

Addressing These Problem Statements the Study Focuses On Performance Evaluation and Quality Management among Vikram Trading Company.

## LITERATURE SURVEY

*Ali Bakhit Jaafreh, Abedalfattah Z. Al-Abedallat, The Effect Of Quality Management Practices On Organizational Performance In Jordan: An Empirical Study, Intern Ational Journal Of Financial Research, Volume 4 Issues 1; (2013) Assn 1923-4023 E-Assn 1923-4031.* The purpose of this study is response to increase global pressures customers' demanding superior quality of products and services, the global marketplace has become very competitive, many organizations have adopted practices such as total quality management (tqm), and benchmarking. In this sample of this study consists of 600 employees systematic approach study was employed to determine the quality management dimensions used in the previous literature and suitable to be tested in this study.

*M. Shanmugam, A New Approach Towards Corporate Performance Evaluation:* The purpose of the study was Corporate performance is a function of organisational characteristics and influence presented by environmental uncertainty, complexity. change including internal challenges. Its performance broadly depends on the strategic choices by the management conference that direct the organisation's activities in the prevailing internal environment. The sample used in this study is taken from the 'Capital Market' a database which has been created and constantly updated for arch use of investors and merchant bankers. That utilisation of s in comparing performance of companies is highly subjective. Although new developments in computer technology have revolutionalised information detectton. Processing and report ring, little has been done to replace intuition and subjective of performance.

*S.Narayanamoorthy ,Analysis Of Product Quality And Its Impact On Export In Garment Industry With Reference To Srv Knit Exports, Tirupur,2023, Department Of Management Studies Periyar university .*The Research Design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. This research is descriptive in nature. Descriptive research aims to accurately and systematically describe a population, situation or phenomenon. It can answer what, where, when and how questions, but not why questions. A descriptive research design can use a wide variety of research methods to investigate one or more variables.

## DATA COLLECTION

To obtain the sample, the questionnaire and survey method was applied. Census method is used in this as the total population of the study is 120. The tools used for analysis in simple percentage and Garrett Ranking.

## ANALYSIS AND RESULTS

### TO ANALYZE THE DEMOGRAPHIC PROFILE OF THE RESPONDENTS

S.NO	GENDER	NO.OF RESPONDENTS	PERCENTAGE %
1	Male	84	70
2	Female	36	36
	<b>TOTAL</b>	<b>120</b>	<b>100.0</b>

### INTERPRETATION:

From the table classification of gender 70% (84) respondents are male and 36% (36) respondents are female.

### 2. GARRETT RANKING

#### TO KNOW THE FACTORS' RESPONSIBLE FOR PERFORMANCE EVALUATION

Factors	I(76)	II(61)	III(50)	IV(40)	V(25)	Total	Total score	Mean score	Rank
<b>Team Trust</b>	11	19	30	35	25	120	5520	<b>46</b>	<b>5</b>
	836	1159	1500	1400	625				
<b>Quality assurance</b>	29	25	26	16	24	120	6269	<b>52.24</b>	<b>2</b>
	2204	1525	1300	640	600				
<b>Approaches &amp; values</b>	24	23	17	24	32	120	5837	<b>48.64</b>	<b>4</b>
	1824	1403	850	960	800				
<b>Employees fulfilment</b>	24	33	15	20	28	120	6087	<b>50.72</b>	<b>3</b>
	1824	2013	750	800	700				

<b>Quality function development</b>	30	25	29	25	11	120	6530	<b>54.41</b>	<b>1</b>
	2280	1525	1450	1000	275				

**INTERPRETATION:**

From the above table most of the employees give 1st rank for quality function development, 2nd rank for quality assurance, 3rd rank for employees fulfilment, 4th rank for approaches and values and 5th rank for team trust.

**CONCLUSION**

Thanks to these research, the sago industry can grow and do well by making sure its products are always good quality, making production smoother, working with others to come up with new ideas, and managing how things get from one place to another efficiently. By keeping customers happy, teaching employees well, and doing business responsibly, the sago industry can succeed and help the economy. By always trying to get better and changing with the times, the sago industry can become an important part of the food business while also being mindful of the environment and society. Learning about how big the market for Sago products is right now. What is popular and what do people like when they buy sago and also studying how sago products are moved from where they are made to where they are sold.

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