



A Study on Employee Performance Appraisal in Automotive Chassis Manufacturing Industry

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ABSTRACT

The aim of the descriptive research study was to investigate the Employee performance appraisal in Engineering (P) Ltd The employee performance like performance reviews area way to recognize and for their achievements find opportunities for promotions or bonuses help them get training or education to advance their career find areas can improve and encourage and involve career development in performance appraisal. This study examines the intricacies of employee performance appraisal within the automotive chassis manufacturing industry. In an era of intense competition and technological advancements, the automotive sector faces constant pressure to optimize workforce productivity and efficiency. Employee performance appraisal stands as a crucial tool for organizations to assess and enhance employee performance, ultimately contributing to the overall success of the company.

Keywords: achievements opportunities, promotions, bonuses, career development.

INTRODUCTION

Employee performance appraisal system is a very important in company based on the systematic and periodic process of measuring an individual work performance in a company to over all the job performance and regular contribution of the employees' strengths and weaknesses relative worth to the organization and future development potential in the employee performance Employee performance appraisal is a fundamental aspect of human resource management, playing a crucial role in assessing and improving employee productivity, effectiveness, and overall contribution to organizational goals. It serves as a systematic process for evaluating individual performance against predetermined objectives, expectations, and standards set by the organization. Performance appraisal provides a structured framework for managers and employees to engage in constructive feedback discussions, identify strengths and areas for development, and establish clear performance expectations. By evaluating performance on a regular basis, organizations can identify top performers, recognize achievements, and address performance deficiencies in a timely manner.

Review of Literature:

1. Bhurtel &EK. Adhikari. (2016). The appraisal could not be conducted on the non-permanent employees and that could conduct only permanent employees for the development of the organization goals and objectives.
2. Venclová, K., Salkova, A., & Kolackova, G. (2013). The article focuses on employee performance appraisal methods used in Czech agricultural enterprises. The first section of the article looks into the theoretical underpinnings of the term "formal appraisal" as well as employee performance appraisal methodologies as described by Czech and international experts.
3. DeNisi, A., & Smith, C. E. (2014). Researched the design and implementation of performance assessment and management systems to improve efficiency. The study focuses on a model that demonstrates how enhanced performance requires solid HR practices, fair assessment systems, effective performance management, and a clear understanding of an organization's overall strategic goals.
4. Aunga, D.O.A. & Masare, O. (2017). Investigated the effect of leadership styles on teachers' performance in primary schools in Arusha District. The study concluded that teachers' performance is good in the primary schools in Arusha district. There is a significant relationship between Transformational Leadership Style and Teachers' Performance.
5. Maghsoodi, A. I., Abouhamzeh, G., Khalilzadeh, M., & Zavadskas, E. K. (2018). The selection of appropriate Performance Appraisal (PA) techniques and financing scales for organizations in today's dynamic and agile environments is a challenging subject. Performance appraisal has evolved into a strategic strategy to merging company policies with human resource activities in modern enterprises.

OBJECTIVES OF THE STUDY

- 1.To know the opinion of employees regarding existing performance appraisal system practices in the company
- 2.To study the various performance appraisal methods and practices implemented in the company
- 3.To analysis the effectiveness of performance appraisal practices followed by the company
- 4.To suggest the best practices of performance appraisal system to be implemented in the company

SCOPE OF THE STUDY:

The Scope of the Study Provide an overview of the specific focus and boundaries of the study on employee performance appraisal systems. to ensure clarity and relevance in research. Define the scope of the study in relation to employee performance appraisal system Specify the aspects or components of performance appraisal that will be examined in the study.

NEED OF THE STUDY:

Introduction to the Need of the Study Provide an overview of the importance of employee performance appraisal systems in organizations Explain the significance of conducting a study to address specific needs related to performance appraisal.

RESEARCH METHODOLOGY:

Provide an overview of the research methodology section Explain its importance in ensuring the validity and reliability of the study on employee performance appraisal systems.

DATA SOURCES:

The data sources for an employee performance appraisal system These sources collectively provide a comprehensive view of an employee's performance and contribute to a well-rounded appraisal process.

METHODS OF DATA COLLECTION:

- 1.Primary Data
- 2.Secondary Data

1.PRIMARY DATA:

I collected the primary data is with in the organization which is provided by the workers in that organization and this information is also known as firsthand information I conducted the questionnaire in the employees.

2. SECONDARY DATA:

Collected the information about the employee performance appraisal levels in that organization through the various methods like journals and magazines this data can be also known as second hand information.

SAMPLE SIZE:

Total number of populations is 500

Sample size: is I have taken the sample size of 120 individual sample size

SAMPLING TECHNIQUES:

I conduct Stratified Random Sampling for sample size. It comes under probability sampling where the population is defined in that time the probability sampling is using.

DATA ANALYSIS AND INTERPRETATION:

1.The current performance appraisal process is transparent and clearly communicated to employees

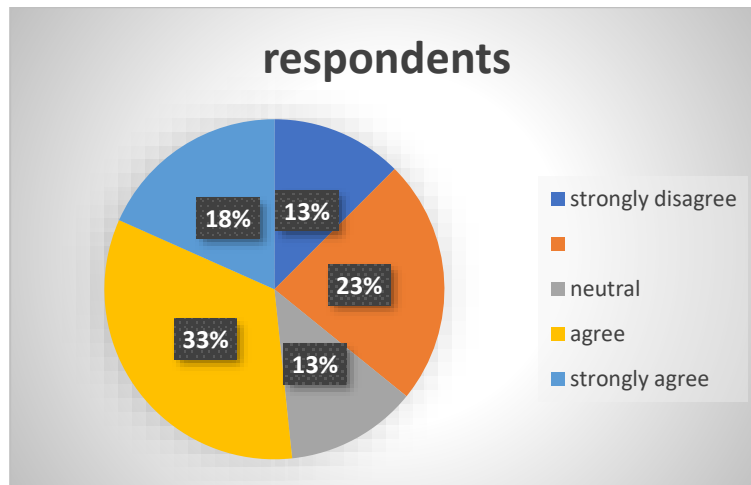
Clearly communicated: It is an essential pillar for people in sharing the ideas, delegating responsibilities, management of a team, building up a healthy relationship Effective communication is necessary for managers in the organisation for planning, organising, leading and controlling.

Table1: opinion of Respondents regarding clearly communicate practices followed in the organization

| S.No | options | respondents | percentage |
|------|-------------------|-------------|------------|
| 1 | strongly disagree | 15 | 13 |
| 2 | disagree | 28 | 23 |
| 3 | neutral | 15 | 13 |
| 4 | agree | 40 | 33 |
| 5 | strongly agree | 22 | 18 |
| | total | 120 | 100 |

Graph1: Graphical opinion of regarding clearly practices followed in

Representation of respondents communicated the organization



Interpretation: From the above graph:5.6 reveals that out of 120 sample respondents the majority 40(33%)of the respondents are agreed regarding clearly communicated practices followed in the organization followed by 28(23%)of the respondents are disagreed followed by 22(18%) of the respondents are strongly agree regarding clearly communicated practices followed by the organization followed by 15(13%) of the respondents have shown the neutral tendency regarding clearly communicated practices and 15(13%)of respondents are strongly disagree regarding clearly communicated practices followed by the organization.

Conclusion: - It is witnessed from the analysis that the majority 73% of the respondents are agree regarding clearly communicated practices followed by the organization.

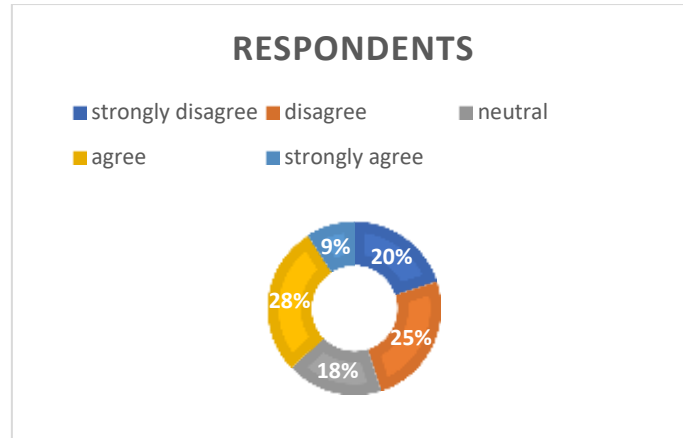
2. I believe that the performance appraisal system in our company is fair and unbiased

Fair & unbiased: A fair and unbiased performance appraisal system is crucial for maintaining a healthy work environment and ensuring that employees feel valued for their contributions. Here are a few ways to help maintain a fair and unbiased system your company can maintain a fair and unbiased performance appraisal system that supports employee growth and development.

Table2: opinion of respondents regarding fair & unbiased practices followed in the table

| S.No | options | respondents | percentage |
|------|-------------------|-------------|------------|
| 1 | strongly disagree | 25 | 20 |
| 2 | disagree | 27 | 25 |
| 3 | neutral | 22 | 18 |
| 4 | agree | 35 | 28 |
| 5 | strongly agree | 11 | 9 |
| | total | 120 | 100 |

Graph2: graphical representation of opinion of respondents regarding fair & unbiased practices followed in the organization



Interpretation: from the above graph:5.10 reveals that out of 120 samples respondents the majority 35(28%) of the respondents are agree followed by 27(25%) of the respondents are disagree followed by 25(20%) of the respondents are strongly disagree followed by 22(18%) of the respondents are neutral followed by 11(9%) of the respondents are strongly agree regarding the fair & unbiased practices followed by the organization.

Conclusion: - It is witnessed from the analysis that the majority 64% of the respondents are agree regarding fair & unbiased practices followed by the organization.

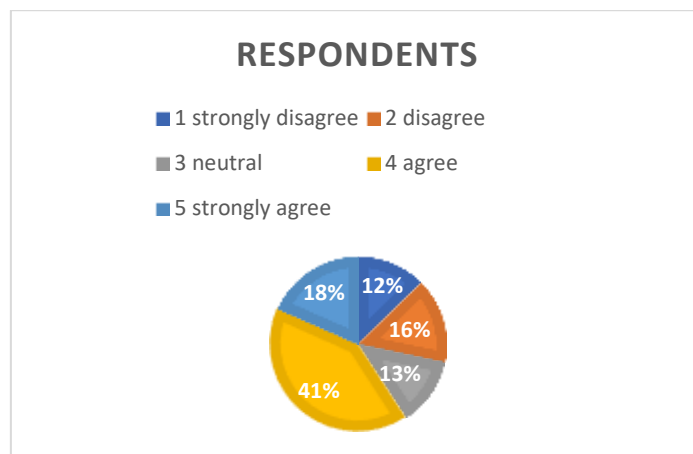
3.Implementing a rewards and recognition program based on performance appraisal outcomes would increase employee motivation.

Employee motivation: Implementing a rewards and recognition program based on performance appraisal outcomes can indeed increase employee motivation. When employees see that their hard work and dedication are acknowledged and rewarded, they are more likely to feel valued and motivated to continue performing at a high level.

Table3: opinion of representation of respondents regarding employee motivation followed in the organization

| S.NO | opinion | Respondents | percentage |
|------|-------------------|-------------|------------|
| 1 | strongly disagree | 15 | 13 |
| 2 | disagree | 19 | 16 |
| 3 | neutral | 15 | 12 |
| 4 | agree | 49 | 41 |
| 5 | strongly agree | 22 | 18 |
| | total | 120 | 100 |

Graph3: graphical representation of opinion of respondents regarding Employee motivation followed in the organization



Interpretation: from the above graph:5.22 reveal that out of 120 samples respondents the majority 49(41%) of the respondents are agree followed by 22(18%) of the respondents are strongly agree followed by 19(16%) of the respondents are disagree followed by 15(13%) of the respondents are neutral followed by 15(12%) of the respondents are strongly disagree regarding Employee motivation followed by the organization.

Conclusion: - It is witnessed from the analysis that the majority 91% of the respondents are agree regarding practices Employee motivation followed by the organization.

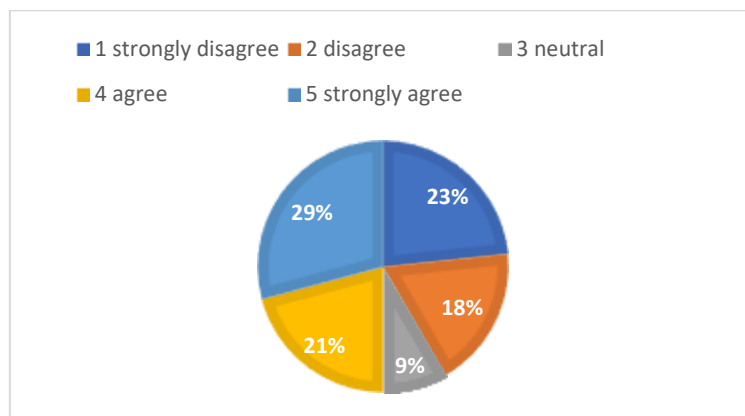
4. In the overall the performance appraisal system being followed in the company is more effective to assess the performance of employees.

system Overall the performance appraisal: In general, a well-implemented performance appraisal system can be more effective in assessing the performance of employees. By using a comprehensive and objective approach that includes multiple sources of feedback, regular check-ins, and clear performance metrics, organizations can gain a better understanding of their employees' strengths and areas for improvement.

Table4: opinion of representation of respondents regarding Overall the performance appraisal system followed in the organization

| S.NO | opinion | Respondents | percentage |
|------|-------------------|-------------|------------|
| 1 | strongly disagree | 28 | 23 |
| 2 | disagree | 22 | 18 |
| 3 | neutral | 10 | 9 |
| 4 | agree | 25 | 21 |
| 5 | strongly agree | 35 | 29 |
| | total | 120 | 100 |

Graph4: graphical representation of opinion of respondents regarding Overall the performance appraisal system followed in the organization



Interpretation: from the above graph: 5.23 reveal that out of 120 samples respondents the majority 35(29%) of the respondents are strongly agree followed by 28(23%) of the respondents are strongly disagree followed by 25(21%) of the respondents are agree followed by 22(18%) of the respondents are disagree followed by 10(9%) of the respondents are neutral regarding system Overall the performance appraisal followed by the organization.

Conclusion: - It is witnessed from the analysis that the majority 64% of the respondents are strongly agree regarding practice system Overall the performance appraisal followed by the organization.

5. Performance appraisals lead to meaningful discussions between me and my manager about my career development goals.

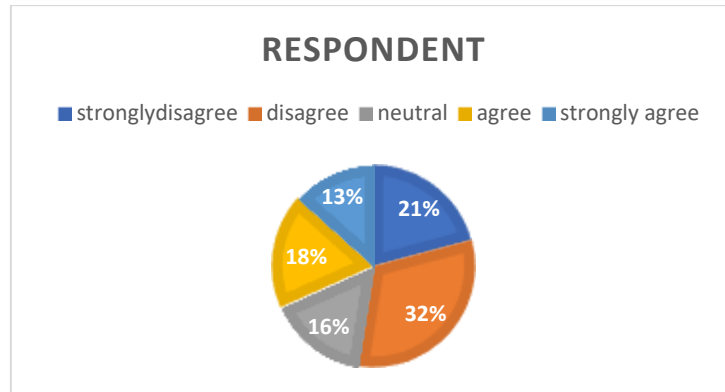
Career development goals: performance appraisals lead to meaningful discussions between you and your manager about your career development goals. This demonstrates that the appraisal process is not only focused on evaluating past performance but also on planning for future growth and development. Discussing career development goals helps both you and your manager have a clear understanding of what you need to achieve in the coming period. This can lead to a more focused and productive work experience.

Table5: opinion of representation of respondents regarding career development goals followed in the organization

| S.NO | opinion | Respondents | percentage |
|------|-------------------|-------------|------------|
| 1 | Strongly disagree | 25 | 21 |
| 2 | disagree | 38 | 32 |
| 3 | neutral | 19 | 16 |
| 4 | agree | 22 | 18 |

| | | | |
|---|----------------|-----|-----|
| 5 | strongly agree | 16 | 13 |
| | total | 120 | 100 |

Graph5: graphical representation of opinion of respondents regarding career development goals followed in the organization



Interpretation: from the above graph:5.16 reveal that out of 120 samples respondents the majority 38 (32%) of the respondents are disagree followed by 25 (21%) of the respondents are strongly disagree followed by 22 (18%) of the respondents are agree followed by 19 (16%) of the respondents are neutral followed by 16 (13%) of the respondents are strongly agree regarding career development goals followed by the organization.

Conclusion: - It is witnessed from the analysis that the majority 68% of the respondents are disagree regarding practices career development goals followed by the organization

FINDINGS:

- From the analysis that the majority 73% of the respondents are agree regarding clearly communicated practices followed by the organization.
- From the analysis that the majority 64% of the respondents are s agree regarding fair& unbiased practices followed by the organization.
- From the analysis that the majority 91% of the respondents are agree regarding practices Employee motivation followed by the organization
- From the analysis that the majority 64% of the respondents are strongly agree regarding practice system Overall the performance appraisal followed by the organization
- From the analysis that the majority 68% of the respondents are disagree regarding practices career development goals followed by the organization.

SUGGESTIONS:

- From the study it was found that the employees lacked in communication skills, so the organization can give special training on soft skills to the employees.
- Only two type of training program like group discussion and training related to their specific job is given. Knowledge about ethics and interpersonal relationship should be introduced. The new development from the study implemented in the technology improves the employees.

CONCLUSION:

This study helps to understand the performance appraisal system practiced in the organization Performance Appraisal System helps is employees career growth it supports them to take their consideration to the management and to get more benefits and also for their more effective performance.

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