



NEW TRENDS OF PERFORMANCE APPRAISAL SYSTEM IN AUTOMOBILE SECTOR AT BHOSRI PUNE

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ABSTRACT

Performance appraisal may be defined as a structured formal interaction between a subordinate and supervisor, that usually takes the form of a periodic interview (annual or semi-annual), in which the work performance of the subordinate is examined and discussed, with a view to identifying weaknesses and strengths as well as opportunities for improvement and skills development. Performance appraisal is a part of career development. But managing human resources in today's dynamic environment is becoming more and more complex as well as important. Recognition of people as a valuable resource in the organization has led to increases trends in employee maintenance, job security, etc. this research paper deals with "Performance Appraisal as carried out at Automobiles companies in Bhosri Pune.

Key Words: *Performance appraisal system. Employee's individual contribution and team performance indicators*

INTRODUCTION

Performance appraisal is the process of obtaining, analyzing 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.

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It is a powerful tool to calibrate, refine and reward the performance of the employee. It helps to analyze his achievements and evaluate his contribution towards the achievements of the overall organizational goals. By focusing the attention on performance, performance appraisal goes to the heart of personnel management and reflects the management's interest in the progress of the employees.

People differ in their abilities and their aptitudes. There is always some difference between the quality and quantity of the same work on the same job being done by two different people. Therefore, performance management and performance appraisal is necessary to understand each employee's abilities, competencies and relative merit and worth for the organization.

Performance appraisal rates the employees in terms of their performance. Performance appraisal takes into account the past performance of the employees and focuses on the improvement of the future performance of the employees.

Objectives:

1. To study the various performance appraisal parameters in automobile sectors in PCMC area.
2. To study feedback mechanism of performance appraisal system.
3. To identify the factors responsible for performance improvement of the employees.

Scope of the study:

This study is of help to understand the actual performance of the employee in above mentioned dimension. And as a result of this it helps;

- To understand the performance appraisal system.
- To identify gap in performance appraisal system for the employee.
- To provide effective solution for effective performance appraisal system.

Literature Review:

The review of this research is more emphasised on Individual Performance appraisal through observation method. As Prof. Wardeon.tl. (2011) explained, Performance appraisal is the method, which explores the overall behaviour of employee toward the work. Researchers also

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stressed that the method is of help to understand lacking area of the employee. They suggested that this audit should conduct again and again to check continuous performance. Prof. Palton.D.Z al. (1998) explained, innovative H.R. practices and their practical implication becomes the 'nerve centre' of the any organization. And because of innovative practices organization can perform well, and it is the tool of sustainable development.

Prof. Swaminathan.ST. (2011) explained that employees in I.T industry appreciated the fact that because of innovative practices by HR we avail all facilities with all other benefits including financial and nonfinancial benefits for employees as well as their Families. Researchers assert innovative practices lead to minimise the gap between the goal of organization and employees.

Research Method:

Research Technique:

PERFORMANCE APPRAISAL is tracked abruptly and data is collected with the help of observation & Questionnaire method.

Data Collection:

For this study primary data is collected with the help observation method by person to person interaction with HR executive as well as Company employees with structured questionnaire, and secondary data is collected with the help of various Journals, Magazines.

Sample Size:

The existing employees of different designation working at Automobile sectors in PCMC Area. The sample size is selected for the study 20 respondents. The techniques of sampling unit in this study are random sampling.

Data Analysis Technique:

Data is scrutinized, tabulated, and analyzed by five point rating scale i.e. excellent to poor with the help of excel.

Data Analysis:

10% respondents are satisfied with the procedure of the performance appraisal, majority of the employees (60%) said that on little extent they are satisfied, 15% said no, 10% have no

idea, 5% said that on some extent they are satisfied with the procedure of performance appraisal.

25% people said no whereas 75% said yes that they are always communicated about their performance ranking. 65% respondents said that yes they feel that self appraisal is necessary, 35% said no. 65% respondents said that organization provides action plan for improvement of poor performing employees, 35% said no.

Findings:

- Performance appraisal proves as an effective tool of HR. Practices.
- Performance appraisal plays key role in overall development, Knowledge of employees & their expectations.
- Most of the Employers follows' Performance Management Systems (PMS)

Suggestions:

Performance appraisal system should be viewed as an instrument for development. Hence, company should be more focus on the performance appraisal of their employees.

Company should be more focus to create the awareness of the performance appraisal system. Company should also be improved— & evaluated the performance appraisal system in every year.

Management must be aware and have knowledge of employee's job and performance. Proper feedback should also be given to the employees—

CONCLUSION:

1. Performance Appraisal is a process.
2. It is the systematic examination of the strengths and weakness of an employee in terms of his job.
3. It is scientific and objective study. Formal procedures are used in the study.
4. It is an ongoing and continuous process wherein the evaluations are arranged periodically according to a definite plan.
5. The main purpose of Performance Appraisal is to secure information necessary for making objective and correct decision an employee.

Limitation:

- Research is conducted at only once.
- Location of this research is One Software Company in Pune city only.
- Sample size: - 20 employees of automobile unit in Bhosari MIDC.

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Annexure: Performance Appraisal Questionnaire

Q.1 Are you completely aware of performance appraisal procedure in your organization?

a) Yes b) No

Q.2 Are you satisfied with the procedure of performance appraisal? a) Yes b) No c) Some Extent d) No Idea e) Little

Q3. Is your performance ranking/grading communicated to you? a) Yes b) No

Q4. Do you receive from regular guidance from senior/supervisor regarding career development plans? a) Yes b)

No Q5. Do you feel self appraisal should be included in performance appraisal system? a) Yes b) No Q6. Does performance appraisal system needs improvement? a) Yes b) No

Q7. Is there any action plan provided for improvement of poor performing employees?

a) Yes b) No

Q8. Does performance appraisal contribute to meet employees reward expectations? a) Yes b) No

Q9. Do you think present performance appraisal system in MB Wheelers is effective? a) Yes b) No