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## **A study on analysis of performance appraisal at imind technologies**

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**Abstract:** The research paper titled Performance Appraisal : A study on analysis of performance appraisal at IMIND Technologies. The objective of the study is to find out various performance appraisal techniques followed and to know the awareness of performance appraisal system, analyse the performance appraisal system practiced in IMind Technologies ,to know the employees opinion regarding Performance Appraisal system practiced IMind Technologies, and also to know the important factors influencing the employees in Performance System. Exploratory research and causal research is used in the study and the sample size of the study is 86. The tools used in the study are mean analysis, frequency analysis, Independent sample T test and ANOVA. It is found that the performance appraisal system is followed in the organization but it is not outstanding and Also clear that employees are satisfied with the content of the appraisal system in the relation to their job but the performance appraisal system in organization does not help them in identifying their potential for growth and also employees accept that purpose of performance appraisal practiced is for promotional rewards and for training but here in the organization where the respondents don't get both monetary and promotional reward.

**Keywords:** Employee Performance, Rewards , HR Manager, Entrepreneurship

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### **INTRODUCTION**

The most important reason for the study of employee's behavior on Performance Appraisal System is the significant role it plays in their lives and to what extent it influence. A sound understanding of employee's perception on Performance Appraisal System is essential in the long-run success of any HRD program of the organization. The study has proven that it's what extent Sapience Technologies as provided service in an influencing manner. The overall satisfaction level can be determined along with the employees attitude toward the welfare condition of the concern can be analyzed. The history of performance appraisal is quite brief. Its roots in the early 20th century can be traced to Taylor's pioneering Time and Motion studies. But this is not very helpful, for the same may be said about almost everything in the field of modern human resources management. As a distinct and formal management procedure used in the evaluation of work performance, appraisal really dates from the time of the Second World War - not more than 60 years ago. Yet in a broader sense, the practice of appraisal is a very ancient art. In the scale of things historical, it might well lay claim to being the world's second oldest profession. Performance appraisal systems began as simple methods of income justification. That is, appraisal was used to decide whether or not the salary or wage of an individual employee was justified. Our research idea is based on the rich knowledge acquired by our peer teams across the university. (Danda, S and Chinnaswami, 2009; Narayanan, Kannan and Sreekumar, 2009; Priya S *et al.*, 2009; Danda and Ravi, 2011; Neelakantan *et al.*, 2011, 2013; Prasanna, Subbarao and Gutmann, 2011; Narayanan *et al.*, 2012; Venugopalan *et al.*, 2014; Krishnan and Chary, 2015; Neelakantan and Sharma, 2015; Ramesh *et al.*, 2016; Manivannan, I., Ranganathan, S., Gopalakannan, S. *et al.*, 2018; Dua *et al.*, 2019; Ezhilarasan, Apoorva and Ashok Vardhan, 2019; Panchal, Jeevanandan and Subramanian, 2019; Rajeshkumar *et al.*, 2019; Ramadurai *et al.*, 2019; Ramakrishnan, Dhanalakshmi and Subramanian, 2019; A.C.Gomathi, S.R.Xavier Rajarathinam, A.Mohammed Sadiq, Rajeshkumar, 2020)

### **REVIEW OF THE LITERATURE**

There has been continuous research in the field appraisal time, appraisal meeting, training programmes and their benefits in the industry. The available contributions from the following authors and researchers have been reviewed and a brief account of the review is given in this chapter.

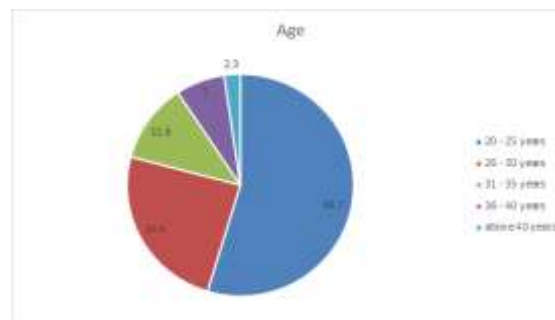
(Pettijohn *et al.*, 2000) in their article titled "An Exploratory Analysis of Salesperson Perceptions of the Criteria Used in Performance Appraisals: Job Satisfaction and Organizational Commitment" state that in some sales

organizations the performance appraisal is treated as a bureaucratic exercise required by some "higher-up" executive. As such, sales managers may essentially conduct appraisals in an arbitrary and perfunctory manner. (Shibata, 2002) in her article titled "Wage and Performance Appraisal Systems in Flux: A Japan-United States Comparison", states that unionized Japanese and American firms made changes in their wage and performance appraisal systems during the 1990s that were inspired by features of each others' traditional employment systems. (Brown and Heywood, 2005) in their article titled "Performance Appraisal Systems: Determinants and Change" used establishment data from the Australian Workplace Industrial Relations Survey to estimate the determinants of performance appraisal systems. The results indicate that performance appraisal is associated with workers having shorter expected tenure and greater influence over productivity. (Jawahar, 2006) in his article titled, "Correlates of satisfaction with performance appraisal feedback" states that the relative lack of research on employees' reactions to performance appraisal feedback is the primary impetus for this study which advances this important, but neglected, research area by investigating potential predictors and consequences of satisfaction with appraisal feedback. (Chen-Ming and Chen, 2007), "Performance Appraisal Systems in Service and IT Industries: Evidence from Taiwan, International Journal of Management, Sep 2007 Accurate appraisal of hedge fund performance must recognize the freedom with which managers shift asset classes, strategies, and leverage in response to changing market conditions and arbitrage opportunities. (Khim et al., 2008)examine the attributes of the performance appraisal system used for primary school teachers in Singapore, and how those attributes affect satisfaction with the appraisal system, stress experienced with the appraisal system, attitudes towards performance bonus, job satisfaction and motivation, and perceived cooperativeness amongst teachers regressions to relate appraisal system attributes to teacher attitudes and perceptions. (Gysman, 2018)states that "Performance appraisal interviews" play a crucial role in internal communication. Most of the research on performance appraisal interviews has focused on strategic aims and interview design, but less attention has been given to the way in which performance appraisal interviews actually take place. (Sanwong, 2008)in his article entitled, "The Development of a 360- Degree Performance Appraisal System: A University Case Study", examined the functioning of an innovative 360- degree performance appraisal system among a sample of 75 employees at a Thai university. (Vasset et al., 2010) in his article titled "Employees' perceptions of justice in performance appraisals" states that of all the tasks undertaken by human resource managers, performance appraisals are one of the most unpopular among employees As Performance appraisal guides and plans show, performance appraisals can be implemented in similar ways in organisations throughout Europe and developed countries elsewhere. (Ravichandran et al., 2011) state that the state of Tamil Nadu with 37 operational sugar mills is a significant sugar producing state of the country, contributing roughly 9-10 per cent to the national sugar production. The sugar industry has absorbed about 5 lakh rural people in the state. This paper studied the performance appraisal system followed in a cooperative sugar mill with a sample size of 75 labourers.

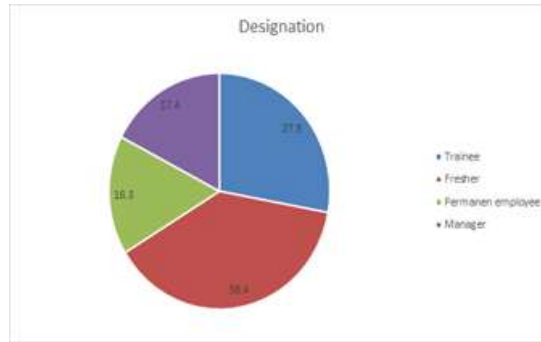
## RESEARCH METHODOLOGY

In this chapter it completely focuses on the research method that is engaged in this study. This chapter provides a depth analysis about the research approach used in the study. In this chapter it is a brief explanation about the choice of methodology, research design, target Population and the methods used are represented. This is type of exploratory research which is used to identify the problem. To get an discover ideas to solve the problem from the study. The research design was completely designed based of the five point Liker scale. 1 –strongly disagree, 2- disagree, 3 – neutral, 4 – agree, 5 – strongly agree and were circulated.

## FREQUENCY ANALYSIS



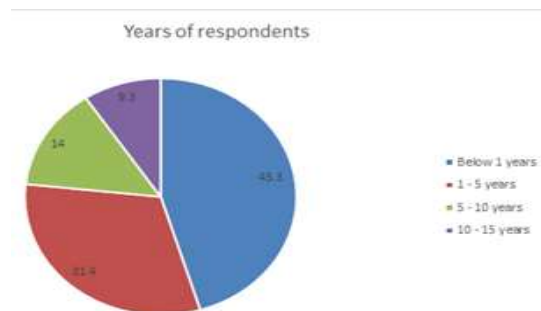
**Fig.1: the frequency analysis of age. It is clear from the table that majority of the respondents are whose age is 25 and below (54.7%)**



**Fig.2: the frequency analysis of designation. It is clear from the table that majority of the respondents belongs to freshers (38.4%) and the least are managers with (17.4%)**



**Fig.3: the frequency analysis of monthly income. It is clear from the table that majority of the respondents belongs to the category of 10,000-20,000 with (32.6%)**



**Fig.4: the frequency analysis of experience. It is clear from the table that majority of the respondents belongs to having experience below 1 year with (45.3%)**

**Table 1: MEAN ANALYSIS**

S.No	Performance appraisal	Mean	Rank
1	Performance appraisal system is practiced in my organization	4.36	1
2	The performance appraisal system is practiced annually in my organization	4.34	2
3	The performance appraisal system in my organization is outstanding	4.07	3
1	12. The training programmes given by my organization is satisfactory to me	3.98	2
2	13. The performance appraisal system in my organization helps me in identifying my potential for growth	3.91	4
3	14. I am satisfied with the content of the appraisal system in the relation to my job	4.03	1
4	15. The performance appraisal system enables me to understand my strength and weakness	3.95	3

The mean score and rank are displayed in table .it shows variable “ Performance appraisal system is practiced in my organization” includes highest mean score of 4.36 followed in the performance appraisal ,The performance appraisal system is practiced annually in my organization (4.34), The performance appraisal system in my organization is outstanding. (4.07).Mean score lies between 4 – 5.From the table it is found that the performance appraisal system is followed in the organisation but it is not outstanding.

**Table 2: T TEST**

S.No	Components	T-Value	Significance
1	PERFORMANCE APPRAISAL	.945	.347
2	JOB SATISFACTION	.112	.911
3	MOTIVATION	.187	.852

**Table 3:**

S.No	Components	T-Value	Significance
1	PERFORMANCE APPRAISAL	1.975	.052
2	JOB SATISFACTION	.322	.748
3	MOTIVATION	.461	.646

The above table shows the independent T - Test analysis of Gender VS performance appraisal, job satisfaction, motivation. There should be less than 0.05 for accepting the alternative hypothesis .Hence there is no significant difference between male and female with respect to factors of performance appraisal, job satisfaction, motivation.

**Table 4: ANOVA ANALYSIS**

S.No	Components	F -Value	Significance
1	PERFORMANCE APPRAISAL	.999	.413
2	JOBSATISFACTION	.681	.607
3	MOTIVATION	.743	.565

Above the table shows the significance value of ANOVA analysis of age and performance appraisal, job satisfaction, motivation. There should be less than 0.05 for accepting the alternative hypothesis . Here all the factors are greater than 0.05 . Hence there is no significant difference between age with respect to factors of performance appraisal and job satisfaction, motivation. It accepts null hypothesis.

**Table 5: REGRESSION**

4.5.1 model summary				
Model	R	R square	Adjusted r square	Std. Error of the estimate
1	.635 <sup>a</sup>	.404	.389	.41269
A. Predictors: (Constant), MOTIVA JOBSATISFACTION				

The table indicates that the regression model predicts the dependent variable significantly well. Here the significance value 0.000 which is less than 0.05.(i.e., it is good fit for the data)

**DISCUSSION AND SUGGESTIONS:**

The existing performance appraisal system is very effective in the IMind Technologies industry so companies can continue it. Rewards other than money and promotion can be given to the employees for promoting good performance. More awareness should be created about performance appraisal among the employees. Outcome of the performance appraisal may be discharged (communicated) to the employees to know about their mistakes.

**CONCLUSION**

This study helps to know the performance appraisal system practiced in the Organization. It is followed annually in the organization. Majority of the employees are benefited by this system and the procedure followed and they enjoyed the various benefits from this system. The organization should work more on providing training programmers to their employees. This appraisal should work more for their career growth and this study will definitely support the employees to take their consideration to the management to get benefits and also for their more effective performance. The organization can adopt more experienced employees for the betterment of the organisation.The organization can issue more benefits by providing monetary benefits and by promoting employees as a way of motivation. Many advanced techniques can be adopted in order to enhance the current appraisal system in the organization.

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