

A Study on Performance Appraisal System in Kothari Sugars and Chemical Limited, Tiruchirappalli

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ABSTRACT - The purpose of this study is to analyze and identifying the strengths and weakness of an employee it serves as a guide for formulating a suitable training and development program me to improve his quality of performance in his present work. By letting the employee know how well he is doing or where he stands with his superior it tells him what he can do to improve his present performance and go up in the management hierarchy. The appraisal thus facilitates self-development. It also makes the employee aware of his key performance areas.

Keywords – Appraisal, Sugars, Chemical.

I. INTRODUCION

The performance appraisal is the process of evaluating an employee's performance of a job in terms of its requirements of the job for which he is employed, for the purpose of administration including placements, selection for promotions, providing financial rewards and other actions that require differential treatment among the members of a group distinguished from actions affecting all members equally.

STATEMENT OF THE PROBLEM

Performance appraisal is the measurement of individual performance towards the performance of the whole organization. Thus performance of each individual and group affects the whole performance of the organization. Performance appraisal reveals the requirements of training the various improvements to be made to the performance of the worker and also in improving the effectiveness of management. As a student of business administration, with a specialization in management the researcher is interested in taking this topic for the project as it plays vital role in organizational development, which is synchronization of workers, and their development.

OBJECTIVES OF STUDY

Following are the objectives are made for conducting this study.

- To study about the present system of performance appraisal in the Kothari Sugars and Chemicals Limited, Kattur.
- To know awareness towards the performance appraisal among the employees in the study unit.
- To analyze the opinions of workers regarding the performance appraisal system.
- To give the suitable suggestions for improvement of the performance appraisal system.

II. RESEARCH METHODOLOGY

Research Methodology is the systematic approach to study a research problem. It is a scientific way to deal a research problem. The present research is also going in the pre defined path of research methodology.

RESERCH DESIGN

Descriptive Research Design:

The present research is descriptive-cum-analytical type because it narrates the subject matter of research with analysis of data.

SAMPLING DESIGN

The number of permanent employees working in the organization in 260 which have been considered as finite population for the purpose of sampling design. The administrative wing has 60 staff: factory wing consists of 100 workers: and 100 contract laborers are working on temporary basis.

Sampling method

The researcher conducted a pre-test of the questionnaire to test the validity of the questions. After drafting the questionnaire, it was administered among 25 respondents with a view to test its effectiveness. Relevance and applicability of the questions. The questionnaire was finalized after removing the irrelevant questions and adding relevant ones.

Sample size

For the purpose of the study the investigator selected samples from the permanent staff from departments and they are selected by using convenient sampling method.

STATISTICAL ANALYSIS

The data collected for this research were classified and tabulated into different categories. Then the data were

analyzed with the help of percentages. Chi-square test was also used to test the hypotheses.

III. REVIEW OF LITERATURE

Jawahar K. and Jagadeesh R ‘Personnel Systems: Problems and Prospects’, Indian Journal of Industrial Relations, New Delhi, Jan.2000, workers. As it has been used by the management as a tool of punishment, the workers had felt uneasy.

Prasad L.Bhatnagar 2004 criticized that he performance appraisal systems used in the privates sector had been as a device to eliminate workers and the workers sometimes were victims to the management.

AREA PROFLE TIRUCHIRAPPALLI DISTRICT

The Kothari Sugars and Chemicals Limited is one of the reputed factories and it was started nearly 80 years ago in Kattur, Lalgudi Taluk, Tiruchrappalli District.

- The total area of the district is 4,404 sq.km.
- The river Cauvery and its tributaries are the main rivers of the district.
- Tiruchrappalli lies in the Cauvery River basin and the main occupation of the inhabitants of the town and surrounding regions is agriculture.

IV. DATA ANALYSIS AND INTERPRETATION

The primary data collected from 100 respondents are analyzed in a systematic way. The data are classified under various headings and they are presented in various tables. All the data are shown in suitable diagrams also.

Awareness about existence of performance appraisal

TABLE 4.1

S.NO	Awareness	NO.OF RESPONDENTS	PERCENTAGE
1	Yes	92	92
2	No	8	8
TOTAL		100	100

SOURCE: Primary data

INTERPRETATION:

From the above table, it seen that 92% respondents have the in awareness of existence of performance evaluation system in the company. Only 8% respondents do not have such awareness.

CHART -4.1 Awareness about existence of performance appraisal

TABLE -4.12 BASIC FOR PROMOTION

S.NO	BASIC	NO.OF RESPONDENTS	PERCENTAGE
1	Seniority	42	42
2	Merit	36	36
3	Performance	22	22
TOTAL		100	100

SOURCE: Primary data

INTERPRETATION:

In the above table, it is viewed that 42% persons are of option that seniority should be the basin for promotion. Merit has been selected next by 36% respondents Performance is selected as the basis of promotion for 22% respondents.

TESTING OF HYPOTHESIS

Null Hypothesis (Ho):

There is no relationship between gender of the respondents and motivation to employees due to performance appraisal in the company.

Gender of the Respondents →	Males	Females	Total
Motivates ↓			
Yes	75	8	83
No	10	7	17
TOTAL	85	15	100

Source: Primary data

85×83 ----- = 70.55 100	83×15 ----- = 12.45 100	83
85×17 ----- = 14.45 100	17×15 ----- = 2.55 100	17
85	15	100

When applying Chi square test

O	E	(O - E) ²	(O - E) ² ----- E
70	70.55	0.3025	233.22
10	14.45	19.8025	1.37
8	12.45	19.8025	1.59
7	2.55	19.8025	7.77

Total

243.95

$$X^2 = \sum \frac{(\text{observed} - \text{expected})^2}{\text{expected}}$$

$$= 243.95$$

Degrees of freedom = $(2-1)(2-1) = 1$

The table value at 1% level at 1 d.f = 2.71

The table value at 5% level at 1 d.f = 3.84

The calculated value of $\chi = 0.8789$, which is greater than the table value.

Hence the null hypothesis is accepted. Thus it is concluded that There is no relationship between gender of the respondents and motivation to employees due to performance appraisal in the company.

V. FINDINGS, SUGGESIONS AND CONCLUSIONS

FINDINGS

Following are the major findings of the study

- ❖ The male respondents are in majority (85%). The number of female respondents is very less (15% only) in the organization.
- ❖ Among the 100 respondents 42% persons are diploma holders and they form majority. Degree holders are of 30% 'Up to HS.C/PUC' is the group that has 16% respondents come under the category of P.G Degree.
- ❖ 92% respondents have the awareness of existence of performance evaluation system in the company. Only 8% respondents do not have such awareness.

SUGGESSTIONS

- ❖ The organization should make a favorable attitude towards the performance appraisal system among the employees.
- ❖ It is better to make necessary steps to improve the performance of each employee.
- ❖ It is better to provide certain training to the employees to develop their communication skill.

VI. CONCLUSION

The study on performance appraisal with the employees was analyzed through properly with support of direct response from workers. For the purpose of the study the finding are listed out on the basis of proper analysis and suggestions are forwarded. The effective suggestions and recommendations will improve the performance of workers and also the performance appraisal process. If the Kothari sugars and chemicals Limited follows the above suggestions & recommendations it is possible to get a better performance and a very good performance appraisal system.

REFERENCES BOOKS

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