Conceptual Framework on Performance Appraisal of Employees

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Abstract— Performance appraisal is a most important to all organisations. Performance appraisal is an official and evaluation of an individual performance and peers will be checking an individual’s performance on a continuous. And Employees are a key element of any organisation. The performance appraisal systems developmental tools used to measure the real performance in an organisation and the strategic goals of the organisation are associated to that individual performance. In this paper I explanation about the factors that affected performance appraisal, and the proposed the deliverable of performance appraisal.

Key words: Performance Appraisal, Employee Performance, Job Satisfaction, Motivation

I. INTRODUCTION
Performance appraisal is a very essential component of the overall human resource management system in any organisation. In a manufacturing sector, or service sector, public or private sector, formal and informal sector, interrupted appraisal of employees, serves as a very good HR developmental tools towards improving the performance of the employees and also their overall developmental year after year. It also helps the employees to appraise themselves essentially and plan effective steps towards their work improvement and career development. And all organisations aims to at being effective and achieve their goals, in order to do this it is to measure the performance of the employees on a regular basis. Effective monitoring also includes giving timely feedback. And effective implementation of performance appraisal system with in different organisation helps greatly towards individual organisation goal integration also important for overall success of organisation and its people.

II. PERFORMANCE APPRAISAL DEFINITION
Performance appraisal is the systematic evaluation of the performance of employees and to understand the abilities of person for future growth and development. Performance appraisal is usually followed by the supervisors’ measures the pay of employees and measure up to it with targets and plans, and analyze the factors following work performance of employees, and the employers are in position to show the employees for a better performance.

III. LITERATURE REVIEW
Vallance (1999), the study was explore the performance appraisal is an unpleasant management practices but many more organizations should be controversy to it.

Armstrong (2003), the organisations have an effective human resources system then to use the performance appraisal system which is reliable and accurate for employee assessment and organisational development.

(Elena p. 2000) – This study discussed employee is a key element of the every organisation. The individual employee success and failure performance were found by the performance appraisal system. It will used to help the organisation. In this paper analyse the theoretical framework and models related to employee development and its affect on employee performance. This paper Employee performance are affect the main reason for employee behaviour, attitude, skill, knowledge, and self directed, are decrease to the organisation growth. So these are improved to employee performance are effective to work of an organisation. So employee development is an important to all organisations.

Ms.Ramila ram sing (2006) - This study was various performance appraisal techniques should be practiced in Indian economy and some boundaries. Hence, performance appraisal (PA) is extensively used to assist salary increment, promotion, staff retention and to reinforce staff behaviour.

Osabiya Babatunda Joseph (2014) - This study analysed that the effectiveness of performance appraisal used to measure the employees productivity in organisation.

According to Ani (1997) - Organisation effectiveness is the extent of enhancing and managing productivity is essential; therefore the essence of productivity and labour welfare is only occurred by skilled employees and motivation. It is the task of top management to coordinate the effort of managers to improve productivity.

Renganayaki N1 (2013)- This study was about performance appraisal helped in job promotion, formulating a suitable training and development program to improve the quality of performance, served as a feedback to the employees, served as a means for evaluating the effectiveness of devices used for the selection and classification of workers.

IV. CONCEPTUAL FRAMEWORK

Fig. 1:
This is the conceptual framework for performance appraisal. This framework contains the selected variables: employee performance, employee satisfaction, motivation, training and development and welfare facilities which are chosen from the review of literature and the articles referred.
A. Employee Performance
Employee performance is defined as where a person executes their duties and responsibilities of a job well. High employee’s performances lead a developed organization and have greater opportunities for employees then those who have low performance (Vans cotter, 2000).

B. Employee Satisfaction
Through the performance appraisal, they can evaluate the employee job satisfaction in the organisation. By rating or grade they could evaluated their performance and assessing their concentration, involvement of work and then regarded that all those factors they can find their level of job satisfaction.

C. Motivation
Motivation is the factor which is more influencing the employee’s performance in the organization. Motivations are considered that both monetary and non-monetary way. It will give the greater impact on employees’ performance to the organisation. In the way of performance appraisal they can know the level of motivation factor which was implemented by the organization and the positive changes arise from the motivation factor.

D. Training and Development
Training and development is concerned with HR function it gives the better performance to the organisation. The managers analyse the performance of the employees and gives the training based on their ability to improve their job performance in better way. So performance appraisal is very important to provide effective training to develop both the employee and organisation.

E. Welfare Facilities
Welfare facilities are necessary for the employees to do their work effectively in the organisation. Welfare facilities that are provided in the organisation such as Drinking water, food, first aid facilities, Rest room facilities, leave, travel facilities, free loans, Rewards and promotions, etc., these are all the welfare that has to provide compulsory by the organisation. Then only the performance of the employee will be increased fairly.

The expected deliverables are: Reduced stress, refined work, and Good organisation environment, more attention to reach the organisation goal and organisation growth increase.

V. PURPOSE OF THIS STUDY
The purpose of performance appraisal of evaluation and development for, maintain to use of all companies,
- Restructuring of workflow and employees motivation
- Counselling poor performance
- Encourage coaching and mentoring
- Determining individual training and development needs
- Motivating superior performance
- Providing feedback to employees about their performance
- Setting and measuring goals
- Improve overall performance

VI. CONCLUSION
This paper concludes that the performance appraisal is very necessary to the organisation. The success and failure of the organisation process depends on the performance of the employees. When the organisation analyse the performance of the employees continually then it gives the best exposure to the employees as well as organization. In future study, the empirical research will be conducted by the performance appraisal of the employees.

REFERENCES