

The Relationship Between Perceived Fairness of Performance Appraisal and Job Satisfaction

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Abstract: *The aim of the study is to assess the relationship between perceived fairness of performance appraisal and the level of job satisfaction in corporate employees. A sample of 100 has been selected. The sample constitutes of corporate employees from the Gurgaon-Delhi-Meerut industrial belt in the age range of 20-60 years have been included. The scales used were Scale for Perceived Fairness of Job Appraisal and the JSS. Statistical tools used were SPSS has been used for statistical analysis on the data that was collected. T-tests (two-tailed, independent) were run to study gender differences and age differences. A Pearson correlation test was run to study the correlation between the two variables and regression analysis used to determine significance. Results showed a correlation of 0.795 significant to <0.001 and A regression analysis gave R square = 0.632 and sig. F change <0.001 for PFPA and Job Satisfaction. Employees who were older than 36 showed a correlation coefficient of 0.828 while employees who were younger than age 36 showed a correlation coefficient of 0.757. A T-test analysis gave a t-score of 0.897 for PFPA and 1.128 for Job Satisfaction and a significance of 0.475 for PFPA and 0.262 for job satisfaction was found. Male employees showed a correlation coefficient of 0.775 and female employees showed a correlation of 0.819. A T-test analysis gave a t-score of 0.633 for PFPA and 0.640 for Job Satisfaction and a significance of 0.528 for PFPA and 0.523 for job satisfaction was found.*

Keywords: job satisfaction