

Study of Assessment of the Effectiveness of Performance Appraisal Exercise in the Public Sector with Reference to the Maharashtra State Distribution Electricity Company Limited

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Abstract: *Appraisal is a continuous process and done annually as a formal exercise before completion of the financial year. Appraisal has tremendous motivational impact on people through meaningful feedback and is a powerful tool for recognition. This project explains performance appraisal system and tries to find out how efficiently Performance Appraisal is conducted. And if performance appraisal doesn't meet its objective, then, what are the factors causing failure.*

In this study, descriptive type of research methodology is used and sample size and population 50 were taken and for the survey of this study, sampling techniques is simple random sampling technique is used. Descriptive data analysis technique would be used to analyze the data collected after conducting the questionnaire. Data would be arranged in a tabular form and simple pie charts in the form of Likert scale would be used to analyze the response to draw the necessary interpretation. The interpretation would be then drawn from the above statistical analysis on every response of the questionnaire. Thus a detailed analysis of the responses would be made so as to reach to the ultimate conclusion and testing of the hypothesis.

Keywords: Performance Appraisal, Effectiveness, Renumeration, Motivation, Human Resource Management, Work Improvement, MSDECL Services

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