

A Contrastive Study on Employee Performance and Benchmarking in the Selected IT Industry

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Abstract: Benchmarking is agitating the employee's target and performance of the IT industry. The study analyses the employee performance and benchmarking in a disparate sectors in a specified roles. Employee performance is mainly based on the skills, talents, and leadership are the major part to achieve the benchmark in the IT industry. Especially in IT sectors is figuring out the statistical range as 80% globally. Currently Industrial Technology having a lot of workforce and commitments towards their owned employees in various aspects. So the employee performance becomes a part to achieve the benchmark in the IT industry. Hence, the employees are ability to meet their targets. Therefore, the paper looks into the need for benchmark to motivate their performance in an effective and efficient way. The researcher attempts to find the major tactics of the employee performance to beat their targets in a several aspects such as measuring, understanding, verifying, equating and achieving. The study focus on the research objectives as to analyze the perception of employee performance and benchmarking with the help of statistical tool such as Mean Score Analysis, factor analysis for the period of 2018-2022. The study adopts stratified random sampling with the sampling population of 500 covered by selected IT employees. The sample size is restricted on the basis of pilot study as 0.50 percent respectively. Benchmarking is the high tech target of each employee should perform their own talents, skills and achievement in the specific industry. The industry is providing the white collar jobs with comparative salary, international mobility based on knowledge centric skills possession in comfortable environment. Employee performance focuses the creative support and lead to better workforce environment.

Keywords: Benchmarking, Employee performance, Job performance, Workforce Management

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