

Analysis of Performance Review System and its Impact on Employee Productivity of Captourous Infotech Pvt Ltd

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Abstract: *The perfect setting of performance standards and expectations by observation and providing feedback and the conduct of different appraisal methods helps to achieve the excellent results by managing the performance of the employees. This whole process is known as Performance Management. In other words, it is the process which is designed to understand the prefixed work standards in an organization. It is about making a balanced relation between organizational objectives and the skills and competency requirement of employees along with the needed results. The process of PM involves certain activities that make sure that aims and objectives are regularly being obtained in a well effective manner. PM can also be defined as a process which, by developing the capabilities and improving the performance of people working for some prefixed aims and objectives increase the efficiency and effectiveness of a workplace.*

Keywords: Performance Appraisal, Management, Employee, Environment, Workspace.

I. INTRODUCTION

The Human Resource Management (HRM) is the function within an organization that focuses on recruitment of, management of, and providing direction for the people who work in the organization. Human Resource Management can also be performed by line managers

Human Resource Management is the organizational function that deals with issues related to people such as compensation, hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, administration, and training.

Human Resource Development (HRD) is the framework for helping employees develop their personal and organizational skills, knowledge, and abilities. Human Resource Development includes such opportunities as employee training, employee career development, performance and development, coaching, mentoring, succession planning, key employee identification, tuition assistance, and organization development.

Performance appraisal is a formal system of review and evaluation of individual or team task performance. While evaluation of team performance is critical when teams exist in an organization, the focus of performance appraisal in most firms remains on the individual employees. Regardless of the emphasis, an effective appraisal evaluates accomplishments and initiates plans for development, goals and objectives.

II. LITERATURE REVIEW

The study explores the key components of performance review systems, their objectives, and their impact on employee productivity in organizations. Various theoretical perspectives and empirical studies are reviewed to gain a comprehensive understanding of this relationship. The findings highlight the importance of an effective performance review system in improving employee productivity and offer insights into best practices for designing and implementing such systems. The study explores the key components of performance review systems, their objectives, and their impact on employee productivity in organizations. Various theoretical perspectives and empirical studies are reviewed to gain a comprehensive understanding of this relationship. The findings highlight the importance of an effective performance review system in improving employee productivity and offer insights into best practices for designing and implementing such systems.

A study conducted by Aguinis (2009) found that performance reviews have a positive impact on employee productivity. The study found that when performance reviews are conducted effectively, employees are more likely to receive clear feedback on their performance, which in turn motivates them to improve their work performance. This study also found that when performance reviews are tied to rewards such as promotions or bonuses, employees are more likely to be motivated to perform well.

Another study conducted by DeNisi and Smith (2014) found that the effectiveness of performance reviews is influenced by the quality of the review process. The study found that when the review process is perceived as fair and transparent, employees are more likely to accept feedback and make changes to their work performance. This study also found that when managers provide clear and specific feedback, employees are more likely to understand what they need to do to improve their performance.

2.1 OBJECTIVES

- To study performance review system of Captourous infotech Pvt. Ltd. The feedback helps employee understand their performance expectation
- To study various factors related to employee motivation ,
- To get an insight into the relative importance of performance appraisal in organization.
- To study the job performance improvement with respect to performance appraisal in Captourous Infotech Private Limited .
- Performance reviews provide employees with valuable feedback on their strength and weaknesses.

2.2 HYPOTHESIS

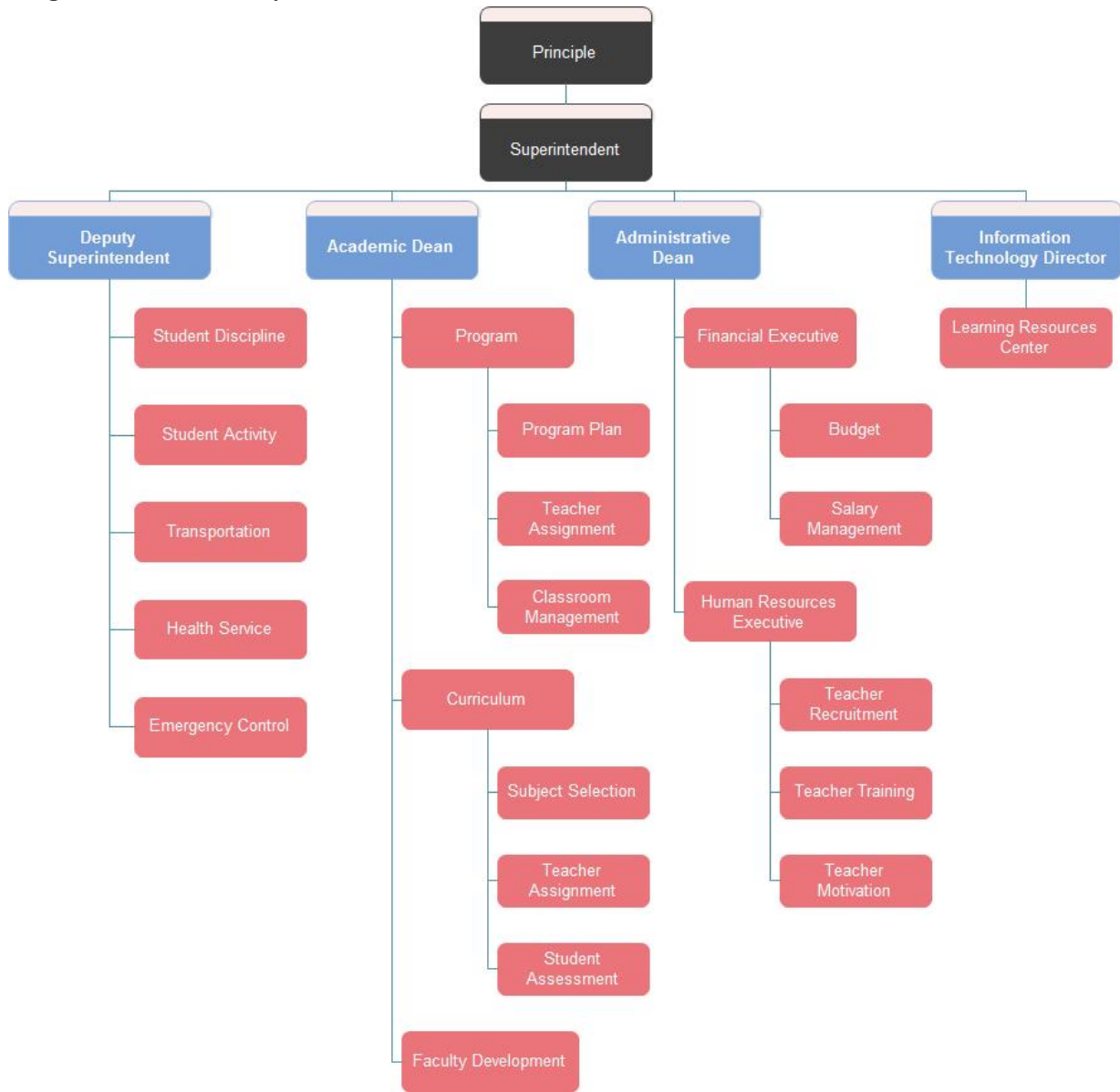
H1: Performance review system is positively correlated to employee productivity

III. RESEARCH METHODOLOGY

A sample of 40 employees has been selected .Although it looks to be a small sample keeping in view the large number of employees it has to be limited because of time constraint(8 weeks).Even then the sample size is not considered to be small. It is enough to draw conclusions.

Since employees from all levels namely the top level, the middle level, and the lower level are bound to experience stress, the sample has to include employees from all levels. Stratified random sampling technique was selected while preparing questionnaire as this was the only technique that helped to draw conclusions accurately.

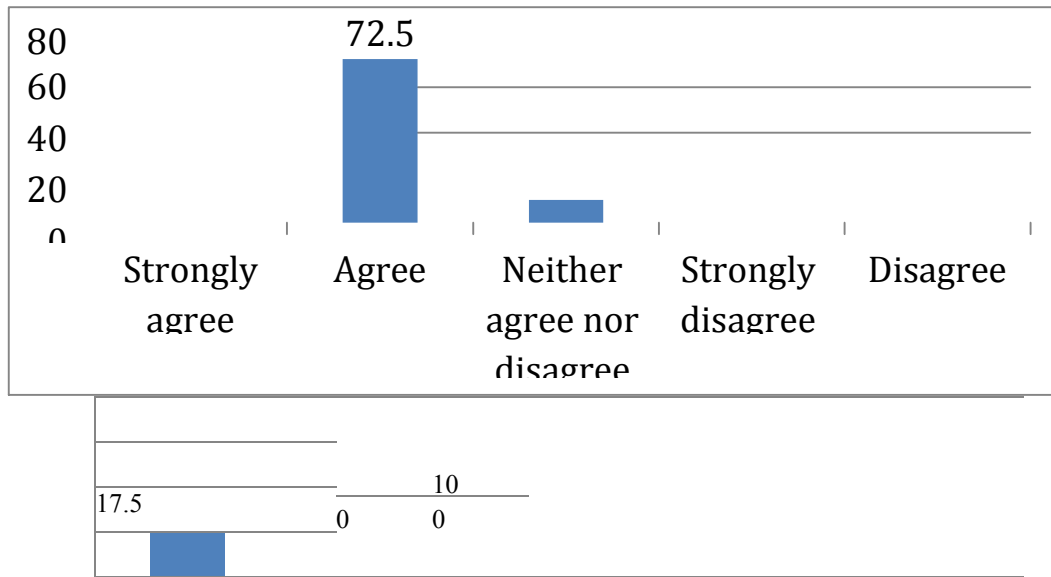
3.1 Organizations' Hierarchy



IV. ANALYSIS & INTERPRETATION

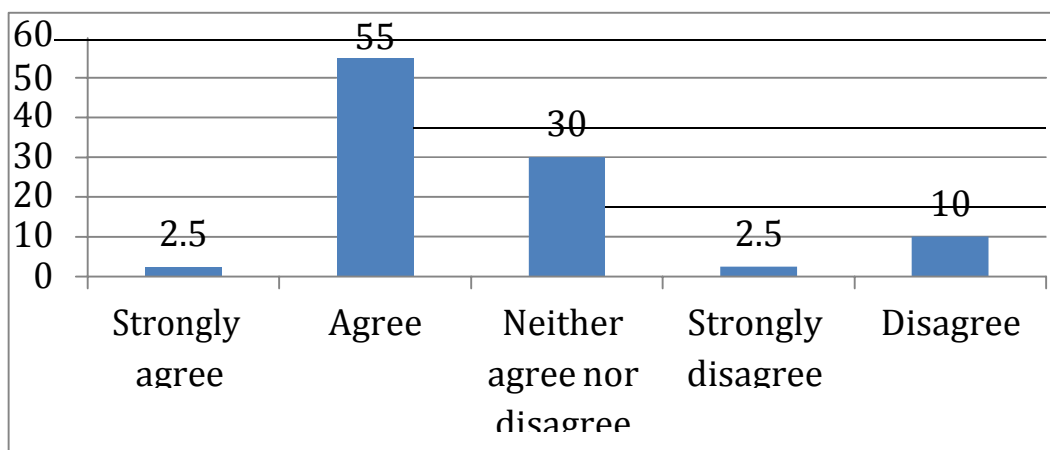
4.1 Performance Appraisal is the assessment of individual potential.

SRNO	PERTICULER	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	7	17.5
2	Agree	29	72.5
3	Neither agree nor disagree	4	10
4	Strongly disagree	0	0
5	Disagree	0	0



Q2. Performance Appraisal system followed in the organization is rational and fair.

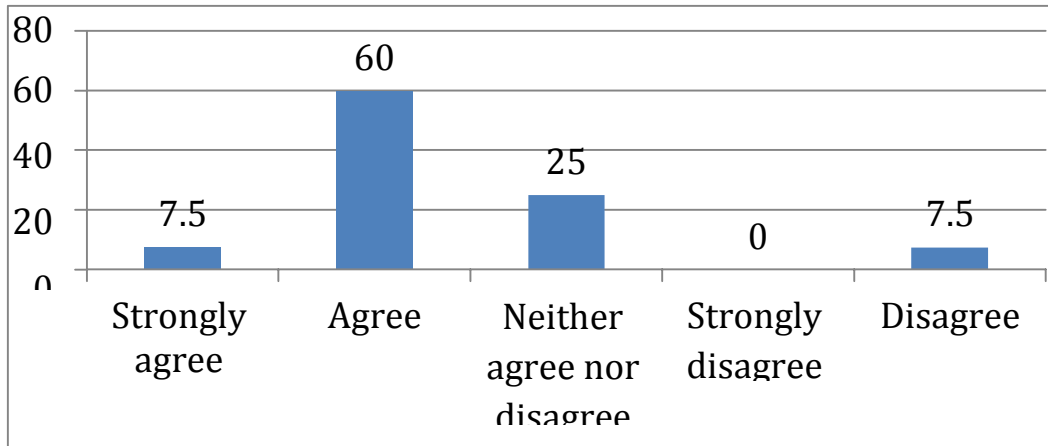
SRNO	PARTICULAR	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	1	2.5
2	Agree	22	55
3	Neither agree nor disagree	12	30
4	Strongly disagree	1	2.5
5	Disagree	4	10



Q3 Job expectations are informed and the superiors set the tasks.

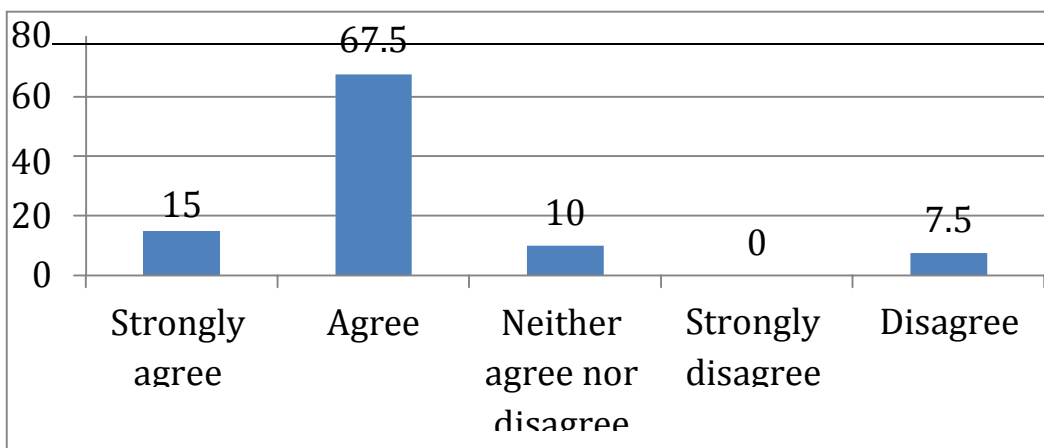
SRNO	PARTICULAR	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	3	7.5
2	Agree	24	60
3	Neither agree nor disagree	10	25

4	Strongly disagree	0	0
5	Disagree	3	7.5



Q4. Performance Appraisal followed in the Organization helps to the Training and development needs of employee.

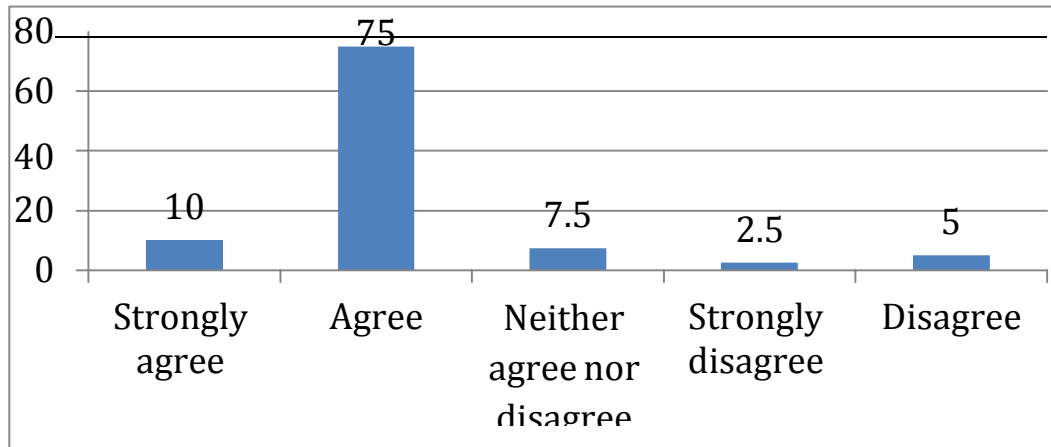
SRNO	PARTICULAR	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	6	15
2	Agree	27	67.5
3	Neither agree nor disagree	4	10
4	Strongly disagree	0	0
5	Disagree	3	7.5



Q5. The Performance appraisal in the organization helps to recognize the competence and potential of an individual.

SRNO	PARTICULAR	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	4	10
2	Agree	30	75

3	Neither agree nor disagree	3	7.5
4	Strongly disagree	1	2.5
5	Disagree	2	5



IV. CONCLUSION

- Human Resource Management (HRM) is the function within an organization that focuses on recruitment of, management of, and providing direction for the people who work in the organization.
- Human Resource Management can also be performed by line managers. Human Resource Management is the organizational function that deals with issues related to people such as compensation, hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, administration, and training.
- Performance appraisal refers to all the formal procedures used to evaluate an individual, his contributions and potential. In other words, it is to plan and measure the performance of an individual in terms of the requirement of the job or it is a process of finding out how effective the organization has been at hiring and placing an employee.
- Performance appraisal is a formal system of review and evaluation of individual or team task performance.

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