

A Study on Performance Appraisal System in Sri Varsha Food Products India Pvt. Ltd., Tirupati

*B. Gayathri, **Dr.C. Nadhamuni Reddy

*Student, MBA II Year, Department of MBA, Annamacharya Institute of Technology & Sciences: Tirupati
(Autonomous)

**Principal, Annamacharya Institute of Technology & Sciences: Tirupati (Autonomous)

Date of Submission: 18-04-2024

Date of Acceptance: 28-04-2024

ABSTRACT

This study explores the dynamics of performance appraisal system in Sri Varsha Foods India Pvt. Ltd., shedding light on its impact on employee satisfaction and organizational effectiveness. Through a comprehensive examination of employee opinions and preferences, the study delves into the existing appraisal policies and their perceived benefits and shortcomings. Key findings reveal the significance of performance appraisal in driving employee development and aligning individual goals with organizational objectives. Additionally, the study identifies areas for improvement in the current appraisal system, emphasizing the need for timely feedback, clear communication, and opportunities for career advancement. By addressing these aspects, organizations can enhance employee engagement, productivity, and overall performance.

KEY WORDS: Performance appraisal, job performance, employee satisfaction, organizational effectiveness.

I. INTRODUCTION

In today's dynamic business environment, characterized by rapid technological advancements, globalization, and evolving customer demands, the effectiveness of performance appraisal systems has become increasingly critical. Organizations must continually assess and develop their human capital to remain competitive and adapt to changing market conditions.

This study endeavors to delve into the performance appraisal practices employed by Sri Varsha Food Products India Ltd. It seeks to analyze the existing appraisal framework, evaluate its effectiveness, and identify areas for improvement. By examining factors such as appraisal criteria, feedback mechanisms, employee perceptions, and

organizational outcomes, this study aims to provide valuable insights to enhance the overall performance management process at Sri Varsha Foods.

Through a comprehensive exploration of performance appraisal within Sri Varsha Food Products India Ltd., this study aims to contribute to the existing body of knowledge on human resource management practices in the food industry. By offering practical recommendations and actionable insights, this research endeavors to assist Sri Varsha in optimizing its performance appraisal system to foster employee development, improve organizational performance, and sustain competitive advantage in the marketplace.

II. REVIEW OF LITERATURE

- **Jeseni P.V (2022)** This article says that Even while exhibition inspection is focused on evaluating workers work performance, it also includes an associations specific goals , as the employee is being examined the organization also establishes itself by examining goals and rules for execution, auditing the entire examination method and strategy, aswell as hierarchical characteristics and culture. Execution evaluation is a real tool that organizations may use to evaluate and improve the type of training and preparation of their work force to develop their individual and organizational goal.
- **Daniel (2019)** Analysis the concept of performance appraisal system on employees' development The data was collected through primary source by distributing questionnaire to teacher. Objective was the results to study identify the impacts of performance appraisal on employee's development. And it has been

conclusion is the research concluded that organizations should appraise their employees often through utilized targets, accomplishments, organization goals, time management and efficiency for performance measure purposes as it would lead to increase in employee's development.

- **Prihatini Dewi and Utami Wiji and Priyono Agus (2019)**, Their research shows an evaluation of the effectiveness of performance measurement that has been applied is needed because performance management information is beneficial in preparing the next business development plan. Performance Management Analysis (PMA) is one of the business performance appraisal tools that can cover weaknesses that arise when business organizations only assess their financial performance.

NEED FOR THE STUDY

The need for the study on performance appraisal at Sri Varsha Foods India Pvt. Ltd. arises from the importance of effectively managing employee performance to drive organizational success. A robust performance appraisal system is crucial for providing feedback and aligning employee goals with organizational objectives.

This study is essential for fostering a culture of continuous improvement and enhancing organizational performance. Enhancing the performance appraisal process can lead to increased employee satisfaction, motivation, and productivity,

ultimately contributing to the overall success and growth of Sri Varsha Foods India Pvt. Ltd.

SCOPE OF THE STUDY

The scope of the study on performance appraisal at Sri Varsha Foods India Pvt. Ltd. encompasses understanding the current performance appraisal system, assessing its impact on employee productivity. This includes a comprehensive examination of the existing appraisal system, including its processes, to gain insights into its effectiveness. The study seeks to contribute to the performance appraisal process at Sri Varsha Foods India Pvt. Ltd.

OBJECTIVES OF THE STUDY

1. To understand the existing performance appraisal system in Sri Varsha Foods India Pvt. Ltd.
2. To analyse the opinion of employees on performance appraisal system
3. To analyse the effect of performance appraisal on employee's productivity
4. To suggest measures to improve the existing performance appraisal system.

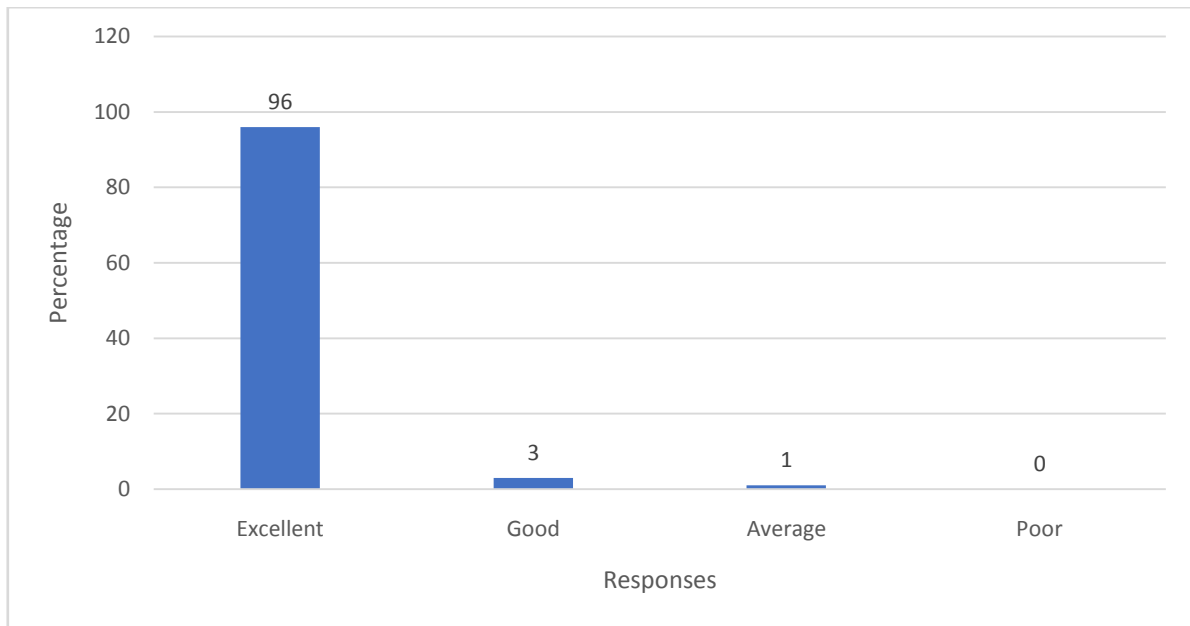
RESEARCH METHODOLOGY

Data collection: Primary & secondary
 Type of research : Descriptive research
 Research instrument : Questionnaire
 Sample size: 110
 Sample method : Simple random sampling method
 Statistical tool: Percentage & graphical analysis like bar charts

III. DATA ANALYSIS

1. Employee opinion about present appraisal policy in Sri Varsha Foods

| S.No | Responses | No. of respondents | Percentage (%) |
|-------|-----------|--------------------|----------------|
| 1 | Excellent | 106 | 96 |
| 2 | Good | 3 | 3 |
| 3 | Average | 1 | 1 |
| 4 | Poor | - | - |
| Total | | 110 | 100% |



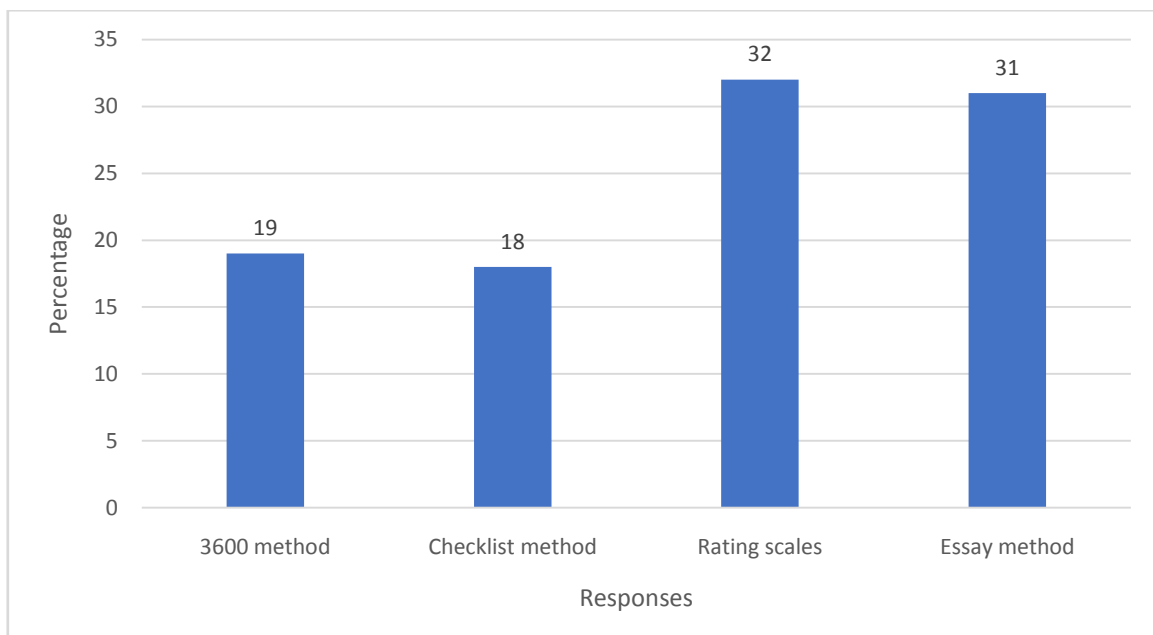
INTERPRETATION:

From the above table, 96% of the respondents said that performance appraisal is excellent, 3% of the

respondents said that it is Good and 1% of the respondents said that it is average.

2. Employee's preferable appraisal method.

| S.No | Response | No. of respondents | Percentage (%) |
|-------|------------------|--------------------|----------------|
| 1 | 360° method | 21 | 19 |
| 2 | Checklist method | 20 | 18 |
| 3 | Rating scales | 35 | 32 |
| 4 | Essay method | 34 | 31 |
| Total | | 110 | 100% |



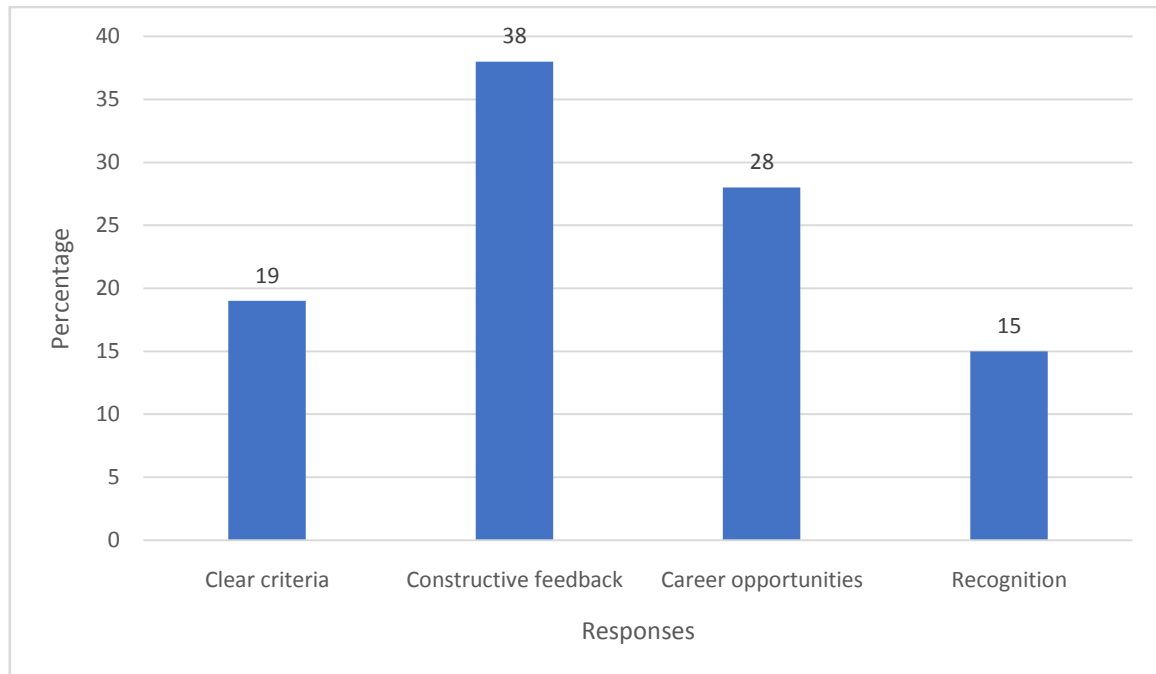
INTERPRETATION:

From the above table, 32% of the respondents preferred the rating scales, 31% of the respondents preferred essay method, 19% of

respondents preferred with 360⁰ method and remaining 18% of respondents preferred check list method.

3. Aspects of the performance appraisal process that the employees find most beneficial

| S.No | Responses | No. of respondents | Percentage (%) |
|-------|-----------------------|--------------------|----------------|
| 1 | Clear criteria | 21 | 19 |
| 2 | Constructive feedback | 42 | 38 |
| 3 | Career opportunities | 31 | 28 |
| 4 | Recognition | 16 | 15 |
| Total | | 110 | 100% |



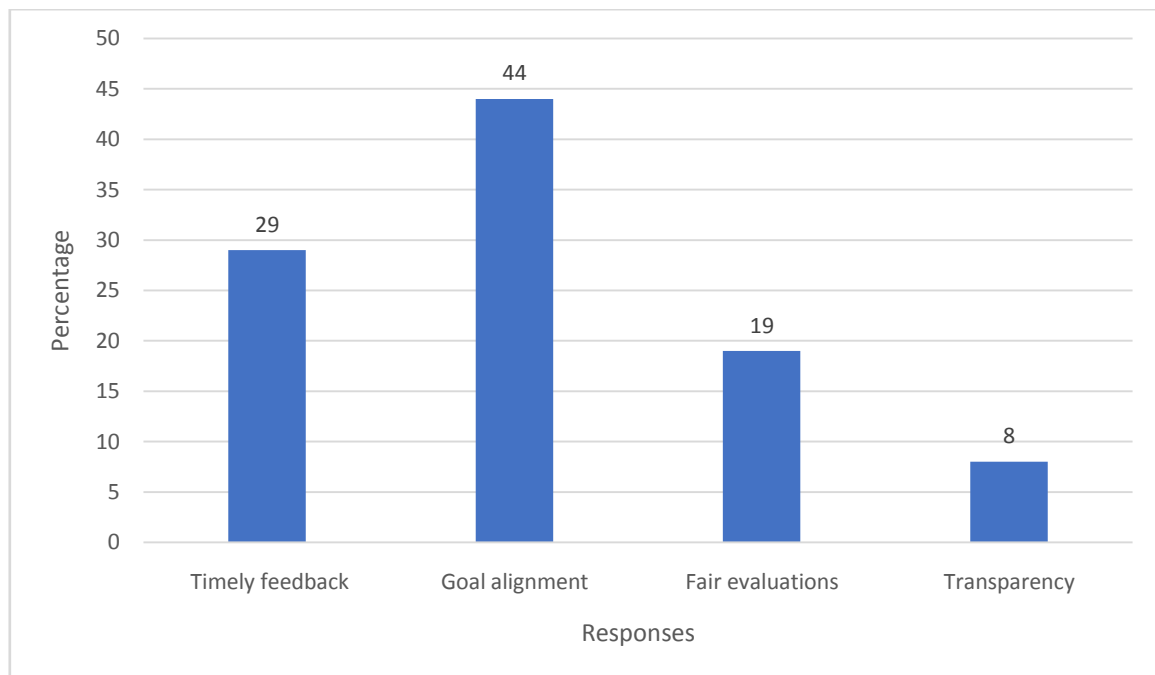
INTERPRETATION:

From the above table 38% of the respondents say Constructive feedback, 28% of respondents say Career opportunities, 19% of the

respondents say Clear criteria and remaining 15% of respondents say Recognition are the areas that they think need improvement..

4. Aspects of the performance appraisal process that employees think need improvement

| S.No | Responses | No. of respondents | Percentage (%) |
|-------|------------------|--------------------|----------------|
| 1 | Timely feedback | 32 | 29 |
| 2 | Goal alignment | 48 | 44 |
| 3 | Fair evaluations | 21 | 19 |
| 4 | Transparency | 9 | 8 |
| Total | | 110 | 100% |



INTERPRETATION:

From the above table 44% of the respondents are agreed with goal alignment. 29% of the respondents agreed with timely feedback and 19% of respondents agreed with fair evaluations and remaining 8% of the respondents agreed with transparency.

IV. FINDINGS

1. The rating scales method emerged as the first preferred choice and essay method as second preferred choice for performance appraisal among respondents, with 32% indicating a preference for the first approach and 31% for second approach.
2. A vast majority of 96% rated the performance appraisal conducted by the organization as excellent, indicating high satisfaction levels among employees regarding the appraisal process.
3. 57% cited constructive feedback as the most beneficial aspect of the performance appraisal process, highlighting the importance of actionable feedback in driving performance improvement.
4. 73% identified goal alignment as an area needing improvement, suggesting a perceived gap in aligning individual performance goals with organizational objectives.
5. 74% agreed that there are opportunities for career advancement based on performance appraisal results, indicating a perceived link

between performance evaluation and career progression within the organization.

V. SUGGESTIONS

1. Half yearly review and update the performance appraisal system to adapt to changing organizational needs and industry best practices.
2. Consider using various appraisal methods to suit different employee preferences and roles.
3. Invest in training to improve employee skills and identify growth opportunities.

By implementing the above, individual employee's objectives can be align with organization goals.

VI. CONCLUSION

In conclusion, the project findings indicate a positive response from respondents regarding the effectiveness of the performance appraisal system at Sri Varsha Foods India Pvt. Ltd. The majority of participants expressed satisfaction with the appraisal process, highlighting its benefits for employee development and productivity. These results underscore the importance of continued focus on refining and optimizing the performance appraisal system to ensure alignment with organizational goals and employee needs. Overall, the study emphasizes the significance of robust performance appraisal practices in fostering employee engagement and organizational success.

REFERENCES

Websites

1. www.human-resources.org
2. www.srivarshafoodproducts.com

Articles

- [1]. International Journal of Advanced Research in Management (IJARM) Volume 7, Issue 1, Jan-April (2016), pp. 44–50, Article ID: 10220160701006 Available online at <http://iaeme.com/Home/issue/IJARM?Volume=7&Issue=1> Journal Impact Factor (2016): 6.9172 (Calculated by GIS) www.jifactor.com ISSN Print: 0976 - 6324 and ISSN Online: 0976 - 6332 © IAEME Publication
- [2]. 2021 IJCRT Volume 9, Issue 5 May 2021 | ISSN: 2320-2882 IJCRT.ORG ISSN: 2320-2882 INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT) An International Open Access, Peer-reviewed, Refereed Journal SIGRT "A STUDY ON PERFORMANCE APPRAISAL OF EMPLOYEES"
- [3]. Dr .v. Antony Joe Raja. A Study on Consumer Perception in Facilities Management among the Middle Income Public in India for Various Analytical Factors Applied In the Strategic Management. International Journal of Management, 5(1), 2014, pp. 01-17.
- [4]. Salleh1, Munir, et al. "Asian Social Science." Fairness of Performance Appraisal and Organizational Commitment, vol. 9, no. 2, 2013, p. 9. www.researchgate.net, https://www.researchgate.net/profile/Masa-Halim-Masa-Halim/publication/271339123_Fairness_of_Performance_Appraisal_and_Organizational_Commitment/links/5a5e07150f7e9b4f783b8e66/Fairness-of-Performance-Appraisal-and-Organizational-Commitment.pdf.
- [5]. Singh1, Rohan, et al. "ASIAN JOURNAL OF MANAGEMENT RESEARCH 256 Volume 4 Issue 2, 2013 Performance appraisal practices in indian service and manufacturing sector organizations." ASIAN JOURNAL OF MANAGEMENT RESEARCH Online Open Access publishing platform for Management Research, vol. 4, no. 2, 2013, p. 10, <http://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.587.1326&rep=rep1&type=pdf>
- [6]. Ikramullah, Malik. "Purposes of Performance Appraisal System: A Perceptual Study of Civil Servants in District Dera Ismail Khan Pakistan." International Journal of Business and Management, vol. 7, no. 3, 2012, p. 10. www.ccsenet.org/ijbm, <https://pdfs.semanticscholar.org/5930/9a774f6487b115c318bcaacf23147b443de1.pdf>
- [7]. Daniel, Dr.Cross Ogohi. "Analysing the Concept of Performance Appraisal System on Employees Development." American Journal of Humanities and Social Sciences Research (AJHSSR, vol. 3, no. 2, 2019, p. 8. www.ajhssr.com, https://www.researchgate.net/profile/Cross-Daniel2/publication/342068938_Analysing_the_Concept_of_Performance_Appraisal_System_on_Employees_Development/links/5ee0c045299b1d20bdecf83/Analysing-the-Concept-of-Performance-Appraisal-System-on-Employees-Develo.
- [8]. Yee, C. C., and Y. Y. Chen. "Performance Appraisal System using Multifactorial Evaluation Model." World Academy of Science, Engineering and Technology International Journal of Mathematical, Computational, Physical, Electrical and Computer Engineering, vol. 3, no. 5, 2009, p. 5, <https://citeseerx.ist.psu.edu/viewdoc/download?doi=10.1.1.915.9424&rep=rep1&type=pdf>.