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## NATIONAL CONFERENCE



ON  
"RECOVERY STRATEGIES  
FOR

## BUSINESS SUSTAINABILITY- POST COVID - 19"



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**A STUDY ON THE EFFECTIVENESS OF THE PERFORMANCE  
APPRAISAL SYSTEM IN ORIENTAL PLANTS AND EQUIPMENTS  
PVT. LTD**

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**Abstract**

The study findings show the presence of significant positive outcomes when the organization uses performance appraisal as a motivation tool. Further, the study finds that the use of more than one appraisal techniques helps yield greater satisfaction and consequently higher motivational levels. As a result, a number of performance appraisal techniques have over time been devised to help establish employee's performance. In the contemporary times, the use of performance appraisals has been extended beyond rating of the employee's performance to aspects such as motivation. The data collection starts after an exploration issue has been characterized and research configuration has been arranged out. Primary Data was utilized in this investigation. The Primary Data are those which are gathered a new interestingly, and consequently end up being unique character.

**Key words:** *Performance Appraisal, Employee Performance, Organizational Performance*

**PERFORMANCE APPRAISAL**

Companies use performance appraisals to give employees big-picture feedback on their work and to justify pay increases and bonuses, as well as termination decisions. They can be conducted at any given time but tend to be annual, semi-annual, or quarterly. Performance appraisals are usually designed by human resources (HR) departments as a way for employees to develop in their careers. They provide individuals with feedback on their job performance. It ensures that employees are managing and meeting the goals expected of them, giving them guidance on how to reach them if they fall short. Because companies have a limited pool of funds from which to award incentives, such as raises and bonuses, performance appraisals help determine how to allocate those funds. They provide a way for companies to determine which employees have contributed the most to the company's growth so companies can reward their top-performing employees accordingly.

Performance appraisals also help employees and their managers create a plan for employee development through additional training and increased responsibilities, as well as to identify ways the employee can improve and move forward in their career.

**OBJECTIVES OF THE STUDY**

Thus primary objective of HRM is to ensure the availability of right people for right jobs so that organizational goals are achieved effectively.

- To identify the strength and weaknesses of employees to place in the job.
- To review and retain the promotional and other training program.