

# Analytical Study On Employee Strength For Appraisal

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## ABSTRACT

Employees are regarded as one of an organization's most important assets because their success is directly tied to the success of the company. Because of this, managers must know how to properly evaluate them in order to receive the intended results. It is the goal of this research to find out how performance evaluations affect the motivation of employees in a Karachi-based educational institution. In this study, the ABC institute's permanent professors, visiting faculty, and non-teaching personnel were all included in the sample. On a 5-point Likert scale, a survey of 56 employees was done using a questionnaire that included closed-ended questions. The reliability test, descriptive statistics, and regression analysis were all performed using SPSS. The findings of the study demonstrated that performance evaluations have a favorable impact on employees' motivation. When employees are satisfied with their evaluations, they'll be more driven and devoted. In addition, the study provided guidance for the future by taking into account the respondents' concerns about bias-free grading, feedback, and appeal processes. The educational institutes should devise new techniques to establish employee confidence by offering fair evaluations only based on their performance.

**KEYWORDS:** Performance appraisal, Employee's motivation, Work performance, Educational sector.

## INTRODUCTION

Performance evaluation is an important component of human resource management. Despite the complexity of the human race, it is necessary to rate one's own performance. In order to effectively manage human resources, it is necessary to conduct a performance evaluation of each employee at least once a year as a means of motivating them. The study was conducted by the researcher in order to come up with a viable performance evaluation method. In today's world, performance evaluations

are changing from a confidential to an open system. Building trust between a subordinate and his superior is aided by this. The business problem-solving strategy has shifted from one of "Tell and Listen" to one of "Tell and Solve." Due to its numerous applications in the workplace, performance evaluations cannot be avoided.

Employee performance is viewed from a life cycle perspective in a performance appraisal. The success or failure of an organization is largely dependent on the ability and competency of its management. Organizational performance is influenced by the knowledge and abilities of all levels of management, from the first-level supervisor all the way up to the chairperson of a company's board of directors.

In a nutshell, Taylor's groundbreaking 'Time and Motion Studies' might be considered the genesis of performance appraisal. Only about 70 years ago, the Second World War marked the beginning of a separate and formal management method known as assessment. It is critical to the reasonable and methodical process of human resource management to conduct a performance evaluation (P.A).

## **LITERATURE REVIEW**

**ASAD MUHAMMAD (2021)** We are interested in finding out how performance evaluation affects employee satisfaction at the University of Peshawar in Khyber Pakhtunkhwa (KP) in Pakistan. Using a survey questionnaire, we gathered information from 60 members of the university's administrative staff. We sent out 100 questionnaires to the staff of the University of Peshawar, and 60 of them were returned, therefore the response rate was 60%. The findings of this study show that employee satisfaction in the University of Peshawar, KP, is considerably and positively influenced by performance appraisal. After conducting this research and drawing the following conclusions, it was found that providing fair and accurate performance evaluations keeps employees happy while also improving both employee and company productivity. A performance evaluation method that takes into account the changing needs of employees at various institutions of higher learning, as well as their own personal and professional growth, is advocated, based on the findings of this study. Both policymakers and academics will benefit from this research.

**YOTI KUMARI, GEETA KUMARI, K.M. PANDEY (2021)** Meridian Medicare Limited, Himachal Pradesh, India, has a six-factor employee performance evaluation system. The study's findings revealed a substantial correlation between the performance evaluation system and all six of the study's variables: the workplace environment, remuneration, salary, and supervision, work efficiency, training, and performance. Multiple linear regressions also revealed that selected explanatory variables explained 79.2% of the variation in the performance evaluation system. Taking these aspects into account by the company may yield the greatest possible results, according to this study.

**RAMOUS AGYARE (2016)** to collect data, the study relied on the use of questionnaires. The data was analyzed using regression analysis and correlations. According to the findings, fairness in the assessment system has a beneficial impact on employee work satisfaction because it links appraisals to promotions, clarifies job responsibilities, and provides honest feedback about an employee's performance. There is an association between appraisals and compensation, as well as with the identification of training needs, the clarity of performance appraisal aim and employee involvement in designing appraisal instruments. Recommendations from the study include implementing reward systems that are based on performance, providing training to employees who are identified as needing it, and maintaining communication between management and subordinates, especially with regards to performance.

**ASHLEY GOODALL (2015)** we're in the process of overhauling our performance appraisal system here at Deloitte. This may not come as a huge shock to you. Just like many other firms, we've come to recognize how out of step our existing system is with our goals when it comes to evaluating the work of our employees, then training, promoting, and compensating them correctly.

Over half (58 percent) of the executives surveyed by Deloitte felt that their current performance management technique does not motivate their employees to achieve at their highest level. There is an urgent need for an approach that can respond to the needs of the moment rather than relying solely on historical data.

**YASHPAL D NETRAGAONKAR (2014)** Employers naturally expect more from their Employees in today's working environment, which requires a great deal of commitment and effort from both parties. Managers must view performance evaluations as an essential element of their job and not an undesirable and time-consuming addition. It's all about being better at what you do and becoming more effective. Appraisal is a systematic way to ensure that superiors and their subordinates sit down on a regular basis to talk about previous and current performance difficulties and agree on what the future holds for both parties. To have a productive meeting, everyone involved should have a common knowledge of the task at hand, as well as the expectations for performance and results. Employees should be evaluated by their immediate superiors on a one-on-one basis in normal circumstances. Appraiser vs. Appraisal is often misunderstood. Only the past and the present are included in an evaluation.

## **METHODOLOGY**

Convenience sampling was used to collect data for this quantitative investigation. Karachi's ABC institute provided the population. It was decided to use data from the entire population (N=56) because the intended audience was so limited. There are 31 male and 25 female faculty members, as well as visiting faculty and non-teaching personnel. A questionnaire was used to collect the responses, which were then assessed using a 5-point Likert scale ranging from "strongly agree" to "strongly disagree" (1).

You may find all of these measurements and questions in past studies. In a study by Bekele and his colleagues (2014) Analysis began once data had been gathered with the help of methods such as reliability testing, descriptive statistics, and regression

## ANALYSIS

Personal and demographic information such as gender, age, education and occupation is presented in Table 1.

**Table – 1: Personal and Demographic Information**

<b>Variable</b>	<b>Category</b>	<b>Frequency</b>	<b>Percentage</b>
<b>Gender</b>	Male	31	55.3
	Female	25	44.6
<b>Age</b>	25-30	24	43.0
	31-35	13	23.2
	36-40	08	14.2
	41-45	06	10.7
	Above 46	05	8.9
<b>Education</b>	Bachelors	09	16
	Masters	31	56
	M. Phil / MS	11	19
	Ph.D.	05	09

Performance appraisal in Karachi's educational institutes has been examined in this section, and the results and findings have been addressed. In addition, it serves as a foundation for approving or dismissing the aforementioned study idea.

**Table – 2: Reliability Statistics**

<b>Cronbach's Alpha</b>	<b>N of Items</b>
.65	7

When we measure the same or unmodified objects repeatedly, we may use Cronbach's alpha to determine how reliable and consistent the items/variables are. A reliability coefficient of 0.7 or above, as defined by (Vignaswaran et al., 2008), is regarded satisfactory for Cronbach's alpha values shown in Table 1.

A simple regression analysis was used to determine the effect of performance evaluation on employee motivation. Table 3 summarizes the regression model and displays R, R-squared, and standard error values.

### Regression Result of Performance Appraisal on Employee's Motivation

**Table – 3: Regression Model Summary**

Model	R	R Square	Std. Error of the Estimate
1	.315 <sup>a</sup>	.099	1.04881

Table 3 displays the regression model's findings. As a result of the analysis, it can be concluded that performance appraisals have a beneficial effect on employee motivation. An R-Value of 31.5% reveals a positive correlation between performance appraisal and motivation, while an R-Square (coefficient of determination) shows that performance appraisal influences motivation by around 10%.

**Table – 4: ANOVA**

S.NO	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	6.528	1	6.528	5.935	.018
	Residual	59.400	54	1.100		
Total		65.929	55			

$$Y = a + bx$$

$$\text{Motivation} = 1.212 + 0.656 (\text{PA}) \text{ Beta Coefficient}$$

According to the above-mentioned regression model, an increase of one point in the Performance Appraisal score corresponds to an increase in motivation of around 0.656 points.

Performance Appraisal appears to have a substantial impact on employee motivation (P-value 0.05). The upper and lower bounds of the 95 percent confidence interval for Performance Appraisal are 1,196 and 0,116, respectively.

For Performance Appraisal PA, the standard error of the beta coefficient beta is 0.269.

Overall, our estimated model ( $Y = a+bx$ ) has an overall significance of 0.018 based on f-test results, which shows that our model is statistically significant.

**Table 5 mean and standard deviation statistics**

	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
	Rate my performance	Fair and unbiased	helps me to find	organization provide	Highly Relevant	Appeal Process	PA
<b>N=56</b>							
<b>Mean</b>	3.1607	3.4464	3.3750	3.8036	3.6786	3.1250	3.4643
<b>Std.</b>	1.12455	1.02549	.88549	.98016	1.02881	1.09648	1.12455

All 56 respondents were subjected to an average and standard deviation analysis in order to determine if the replies are tightly clustered around the mean or widely dispersed and widely divergent from the mean. As can be seen from the table above, the difference between the mean and standard deviation is quite small. Using a 5-point Liker scale, the average score for the "rate my performance" question is 3.16, which indicates that the majority of respondents fall within the range of 3 to 4 on the Liker scale. There are fewer people who strongly disagree with the statements made in the first two questions (i.e. "fair and impartial" and "helps me to find"), therefore those two numbers are slightly better than the first one (which is about 3.5).

## CONCLUSION

This research Endeavour provided a great opportunity for me to learn a lot. The findings suggest that Karachi's educational institutions are in desperate need of an adequate performance evaluation mechanism. The chosen higher education institution also needs to be improved and mutually beneficial in order to succeed. The lack of an effective performance evaluation system also discourages employees, demoralizes them, and creates a sense of hostility among them. As a result, it is unfair to those employees who put in the time and effort yet are not recognized for it. If you desire quality input from your employees (i.e. faculty and non-faculty), as an employer (in this case, a higher education institution), you must reward them with an appropriate return by applauding their good performances. The primary goal of this investigation is to determine the effect of performance evaluations on employees' levels of motivation. There is a considerable impact on employee motivation from performance appraisals, according to regression analysis, proving that the established null

hypothesis (i.e. there is no significant impact on employee motivation) is incorrect. In a nutshell, we can say that performance evaluation isn't just for large corporations and other sectors; it should be introduced as soon as possible in the educational sector as well. Annual or biannual performance evaluations should be established by the institutes/universities so that they may acquire the greatest potential results from their employees because any organization's success or failure mostly rests on their employee performance.

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