

## A Study on Performance Appraisal in Business School at Rewari

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**Abstract:** *Human resource management is the senses of getting things done through people ,is an essential part of every manager responsibility but many organization find it advantage to establish a specialist division to provide an expert service dedicated to ensuring that the human resource function is performed efficiently. "People are most valuable asset" is a cliché, which no member of any senior management team would disagree with. Yet, the reality for many business schools are that their people remain under valued under trained and underutilized. Performance appraisal is the process of assessing the performance and the progress of an employees or a group of employees on a given job and their potential for future development.*

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**Keywords:** *performance, people, organization, appraisal*

### Introduction

After an employee has been selected for a job, has been trained to do it and has worked on it for a period of time, his performance should be evaluated .Performance evaluation or appraisal is the process of deciding how employees do their job. Performance here refers to the degree of accomplishment of the task that make up an individual's job. It indicate how well a individuals is fulfilling the job recruitments. Performance is always measured in terms result (T.V. Rao ; Pareek; Bolar)

Performance appraisal is a method of evaluating the behavior of employees in the work spot , normally including both the quantitative and qualitative aspect of job performance . It is a systematic and objective way of evaluating both work related behavior and potential of employees. It is a process that involves determining and communicating to an employees how he or she is performing the job and ideally, establishing a plan of improvement

### Objective of the study

To carry out the study of business school there are following objective

Identification of the technique of performance appraisal followed in business school.

Employees attitude towards the present appraisal system.

Review of the current appraisal system in order to attain global standards.

To provide suggestion and recommendations from the study conducted.

**Research Methodology** For achieving the objective of study, survey was conducted. For survey, personal interview of various lecturers and management person etc. Personal interview were selected as the mode of survey to make the study more meaningful and so that maximum information could be conducted. Research design refers to frame work or plan for a study that guide the collection and analysis of data. A typical research design of a organization basically tries to resolve the following issues:

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- a) Determining data collection design
- b) Determining data methods
- c) Determining data sources

- d) Determining primary data collection methods
- e) Developing questionnaires

### (1) Explorative Research Design

Explorative studies are undertaken with a view to know more about the problem. These studies help in a proper definition of the problem and develop a specific hypothesis to be tested later by more conclusive research design. Its basic purpose is to identify factors understanding a problem and to determine which one of them needs to be further researched by using rigorous conclusive research design.

### (2) Conclusive Research Design

Conclusive research studies are more formal in nature and are conducted with a view to eliciting more precise information for the purpose of making marketing decisions.

Thus it was a mix of both the tools of research design that is explorative as well as conclusive.

#### Sampling Plan:

Sample Size = 50 Employees

Sample Area = Shanti Devi Education Trust Saharanwa, Rewari

Duration = One Month

#### Data Collection:

Data Sources:

Secondary Data through internet Primary

Data through Questionnaire Contact

Method Personal Interaction

#### Findings:

- It is found that nearly 74% of the respondents agree that performance appraisal does lead to polishing the skills of the employees.
- It is found that nearly 10% of respondents view that it does not serve the purpose.
- It is found that around 16% were not able to respond as to whether it serves any such purposes or not.
- When asked from among the sample size of 50 respondents as large as 82% of respondents that personal bias does creep in while appraising an individual.
- It is found that if given a chance 70% of employees like to review the current appraisal system.
- It is found that most of the business schools used MBO methods of conducting the performance appraisal.

#### Suggestions:

After having analyzed the data, it was observed that practically there was no appraisal in the business school. To be an effective tool it has to be on a continuous basis. This is the thing that has been mentioned time and again in the report. The very important concept of performance appraisal should be marketed throughout the organization. Unless this is done people would

not accept be it how important in the organization.

It should noted that the appraisal from the each job position should be different as each job has different knowledge and skill requirement. There should not be a common appraisal from every job position in the organization.

### **Conclusion:**

Transparency into the system should be insured through the discussion about the employees performance with the employees concerned and trying to find out the grey areas so that training can be implemented to improve on that. A natural panel of people should do the appraisal and to avoid subjectivity to a market extent, objective methods should be employee having quantifiable data. The Job and role expected from the employees should be decided well in advance and that too with the consensus with them. It becomes a redundant exercise. Before actually deciding drafting that should be the kind of appraisal.

This mean that the top management has to take a welcoming and positive approach towards the change that is intended to be brought.

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