A Study on Impact of 720 Degree Performance Appraisal With Reference To the Trinity Group, Hubli

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Abstract— **720 degree appraisal system evaluates the performance of employees based on 360 degrees and timely feedback is given and performance is evaluated once more supported the targets that are set.**
The research design chosen is descriptive type. The sample size taken to conduct the research is 65 employees, for the study the sampling techniques are convenient sampling; structured questionnaire was used for primary data collection.
Secondary data was collected from earlier research work various published journals, magazines and online articles percentage analysis and tools are used for data analysis. After analyzing the data certain pitfalls are highlighted in which management has to concentrate for improvement.

Index Terms— **Satisfaction, Appraisal, sampling**

I. INTRODUCTION

Performance Appraisal is critical to identify performance of the staff and also the organization to see the progress towards the specified goals and aims. Performance appraisal includes all formal procedures wont to value personalities, contributions potentials of cluster members in an exceedingly operating organization.

It help to rate the performance of workers and value their contribution towards the structure goals. Performance appraisals facilitate to develop people, improve structure performance and feed into business designing.

it is the latest appraisal technique which associate degreed activity to find the performance of an worker is that the most troublesome a part of the Performance appraisal method.

II. REVIEW OF LITERATURE

Shikh Abdur Rahim (2012) conducted research on performance appraisal systems to evaluate the existing performance appraisals system . Data were collected from 80 respondents.Results unconcealed that company is full of uniform policy of performance appraisal as a result of in some branch workers area unit evaluated by the pinnacle of the individual department and in some branches workers area unit evaluated by the pinnacle of the branch.

Lillian and Sitati(2011) The performance appraisal system was practiced mainly in the 1940s and with the help of this system, merit rating was used for the first time near the

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Second World War as a method to account for an employee's wages.

III. RESEARCH METHODOLOGY

3.1.1 INTRODUCTION:
Research methodology is that the specific procedure or technique accustomed determine, select, process, and analyze info a few topic. during a analysis paper, the methodology section permits the reader to critically value a study's overall validity and responsibility.

3.1.2 TYPE OF RESEARCH:
Descriptive analysis style is employed during this study. A descriptive study is undertaken so as to establish and describe the characteristics of variables of interest during a scenario. Descriptive analysis provides information regarding the population or universe being studied. However it will solely describe the "who, what, when, wherever and the way. Thus descriptive analysis is employed once the target is factual and correct as attainable.

3.1.3 OBJECTIVES OF THE STUDY
- To identify employees need for training and development.
- To identify the satisfaction level of the appraisal programms.

3.1.4 RESEARCH INSTRUMENT USED
A structured questionnaire has been used as an instrument for this study. Structured questionnaire is the one in which there are definite, concrete and predetermined questions relating to the aspects for which the researcher collects data. Same questionnaire has been used for all the Respondents.

3.2 QUESTIONNAIRE DESIGN
The structured questionnaire consists of open ended, multiple choice, close ended, dichotomous questions, etc.,

3.3 DATA COLLECTION
3.3.1PRIMARY
Questionnaire was prepared. Proper care was taken to frame the questions in such a manner that it is easily understood by the Respondents. Most of the questions were multiple choices. Personal Interview was also conducted. The structured interview method was undertaken. The interview was conducted in English as well as in Tamil on a convenient date and time as specified by the Respondents.

3.3.2 SECONDARY DATA
Secondary data is the data collected from readymade information. These are second hand information which has

been already gathered and stored in websites and published as journals, books, and literature.

3.4 PERIOD OF STUDY
The study was undertaken for a period of one month in May 2019.

3.5 SAMPLE SIZE
65 employees have been taken for the study.

3.6 SAMPLING METHODS
3.6.1 POPULATION
A population can be defined as including all people or items with the characteristics, one wish to study.

3.6.2 SAMPLE
As studying the entire population is time consuming and sometimes non economical, generally a part of the population is alone selected for study which is called sample.

3.6.3 SAMPLING PROCEDURE
Convenience sampling may be a specific style of non-probability sampling technique that depends on knowledge assortment from population members handily out there to participate in study.

3.7 LIMITATIONS
➢ There may be bias in the collected information.
➢ Some employees hesitate to reveal the details.
➢ The sample size of the study was limited to 65.
➢ The data was collected only in Puducherry.

IV.   ANALYSIS AND INTERPRETATION

Chi-Square
AIM: To find the significant relationship between individual development as well as organization development

H0: There is no significant relationship between individual development as well as organization development

H1: There is significant relationship between individual development as well as organization development

Table No: 3.2.1

Factors	Highly Satisfied	Satisfied	Neither Satisfied nor dissatisfied	Dissatisfied	Highly dissatisfied	Total
Strongly agree	3	3	7	1	1	15
Neither agree nor Agree	5	4	3	5	3	20
Neither agree nor disagree	2	4	3	4	2	15
Disagree	1	3	0	1	1	6
Strongly disagree	3	3	2	0	1	9
Total	14	17	15	11	8	65

Source: Primary Data

Chi-Square Tests

	Value	df	Asymptotic Significance
Pearson Chi-Square	13.555[a]	16	.632
Likelihood Ratio	15.571	16	.483
Linear-by-Linear Association	.347	1	.556
N of Valid Cases	65		

a. 24 cells (96.0%) have expected count less than 5. The minimum expected count is .74.
Calculated Value > Tabulated value

Conclusion:
Since calculated value is greater than the table value, accept H1
There is significant relationship between individual development as well as organization development.

T-TEST
AIM: To find whether the significant relationship between Motivation and job satisfaction.

HO   : There is no significant relationship between Motivation and job satisfaction.

H1   : There is significant relationship between Motivation and job satisfaction.

Table No: 4.2.5

FACTORIES	YES	NO
YES	20	20
NO	8	17
TOTAL	28	37

Source: Primary Data

One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
job satisfaction	65	1.52	.503	.062
weakness of employees	65	1.46	.502	.062

One-Sample Test

	Test Value = 0					
					95% Confidence Interval of the Difference	
	t	df	Sig. (2-tailed)	Mean Difference	Lower	Upper
Job Satisfaction	24.395	64	.000	1.523	1.40	1.65
Weakness Of Employees	23.454	64	.000	1.462	1.34	1.59

Calculated Value > Tabulated value

Conclusion:

Since calculated value is greater than the table value, accept H1

There is significant relationship between Motivation and job satisfaction of the Company.

V. FINDINGS

> The study reveals that reliability level of performance is highly influenced by the method chosen for the appraisal program

> It is highlighted from the study that an interactive capability of the evaluator during the appraisal has a good impact on program.

> It is identified from the study that partiality in the appraisal leads to stress rather than perceiving the effectiveness of program.

> It is found from the study that periodical assessment in yearly basis leads to effectiveness towards the growth of the organization.

CONCLUSION

The development of multiple employee performance appraisal system further replaced by employee performance management system which is a comprehensive system to develop the performance of employees by synchronizing the HR verticals from planning performance to evaluation of performance. This will help further to improve the overall performance of the employees. All these changing phases increase the scope for the path for improving the performance of the employees and help to reduce the chances of bias and errors in the presently followed traditional performance appraisal technique.

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