



**SRI SHARADA COLLEGE BASRUR**  
**A STUDY ON PERFORMANCE APPRAISAL OF EMPLOYEES**

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**Project guide**

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**PROJECT GUIDE**

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**SRI SHARADA COLLEGE BASRUR**

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# CHAPTER - 1

## **DECLARATION**

We hereby declare that the project entitled- “A study on performance appraisal of employees”, which is being submitted as mini project completion of 6<sup>th</sup> semester Bachelor of business administration (BBA) to the Sri Sharada College, Basrur, is an authentic record of our genuine work done under the guidance of our guide Deepak Kumar Shetty, Lecture of commerce & management department Sri Sharada College, Basrur.

Date : 14-06-2024

Place : Basrur

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## **Introduction**

This report provides a detailed analysis of a company. The topic undertaken is A STUDY ON PERFORMANCE APPRAISAL OF EMPLOYEES . it describes about the satisfaction of employees about the company's performance appraisal system . this report provides in depth analysis of SUNRISE INDUSTRIES employees opinion regarding company's performance appraisal system and reward system.

A performance appraisal is a regular review of an employee's performance and work in a company. It looks at employee's skills and their achievements and growth, or lack thereof, within a specific period. HR executives often refer to a performance appraisal as an employee evaluation, employee appraisal, performance review, performance evaluation. Though companies may refer to it as an annual review, some companies perform employee evaluations on a more frequent basis. This can be every 3 or 6 months. Many companies offer an annual raise as part of their compensation and benefits package. However, to ensure an employee is performing well, they conduct the performance review.

The company profit mainly depends on several factors one of the most important factor is company's human resources. Efficiency of the workers mainly depends on the motivation , reward system , work condition , and satisfaction in job etc.. company can get more profit by satisfying the employees through providing proper rewards . this study focus mainly on analyzing the satisfaction level of employees of sunrise industries about their company's performance appraisal method.

## **Scope of the study ;**

The scope of study is restricted to L.G industries [manufacturing of sunrise brand rigid PVC pipes Ltd, Koteswara . the study focuses on the human resource department and employees.

## **Objectives :**

- ❖ To know the employees opinion about company.
- ❖ To summarize and find certain suggestions for the impotent of performance appraisal system in the company.
- ❖ To analyze the employees satisfaction about company performance appraisal system.

## **Methodology;**

Source of data collection

The data collection of the project Is include both the primary and secondary data collection methods

### **❖ Primary data:**

This data are fresh data . this data is more accurate and reliable because it came from direct source. these data's are directly collected from the employees through questionnaire which is very helpful to understand someone's impressions or experiences and also explore a topic in depth.

### **❖ Secondary data:**

This data is not the fresh data. this data is collected by someone else . but it helps to save time and money. these data are collected from the source of internet, journals, newspaper, magazines etc....

# CHAPTER – 2

## **INDUSTRY PROFILE:**

The contribution of plastics to social and economic development attains special significance due to their role in consuming scarce natural resources, production stage being eco-friendly and replaces number of material such as metal, wood, leather etc. Plastics have greatly contribution in improving the quality of life. They have inundated usage in various fields packaging, agriculture and water management, medicine, engineering and appliance, sports and toys etc. Today plastic pipes are progressively replacing conventional pipes like cast iron pipes, and stoneware pipe, etc. Among various types of plastics pipe rigid PVC pipes are most widely used all over the world an amount of their following properties.

- ◆Non- toxic and Non- corrosive.
- ◆Resistance to almost all chemicals.

Have smooth external and internal surface thus ensuring negligence friction resistance to flow of fluids. Cost of installation, storage and transportation is also less. PVC pipes are light in weight hence handling cost is less low cost of installation. Longer life and easy maintenance. Rigid PVC pipes are fast replacing the conventional metal pipes in many application. Use of PVC pipes as electronic conduits is well accepted in household and industries activities. PVC conduits have been accepted by all electricity boards.

### **Company profile**

L.G industries is a partnership firm established under partnership act 1932. It is situated at Koteshwara in 1987. It is a small scale industry in the manufacturing of SUNRISE brand rigid .

L.G Industries are a partnership firm established under partnership Act 1932. This was situated at Koteshwara in 1987. It is small scale industry in the manufacturing of "SUNRISE" Brand Rigid.

PVC pipes of sizes ranging from 20mm -200mm. In 1991 they started another unit called Bhagirathi pipe industries. Both firms together have installed capacity of 1800 million tons per annum. They are producing different brands of PVC pipes such as Sunrise, Bhagirathi, Thejashvini, Mayur etc. LG Industry Koteshwara provides employment to more than 60 people in both administrative and factory line. As the machineries used by the firm is the production process are fully automatic the requirement of person is less when compared other small sector industries.

LG Industry is a small-scale industry started in 1987 at Koteshwara a small town in Udupi district engaged in manufacturing of "SUNRISE" brand rigid PVC pipes, bends and sockets founded bt late Mr. K Govindaraya V Kamath. Now it is successful partnership firm owned and managed by people having adequate experience in plastic oriented industries. The main objectives behind establishing this unit was to provide employment to the local youth.

L.G Industries formerly known as Sunrise Pipe Industries was established in the year 1987 by visionary founder Sri K Govindaraya Kamath. We are manufacturing of "Sunrise" Brand Rigid PVC pipes. Our major brand Sunrise is an acknowledged leader in PVC pipe market in Karnataka state, India. We have more than 500 strong dealer networks. We had outstanding contribution to company's success under able leadership of Late Sri K Ramaraya G Kamath. L.G. Industries is the innovative leader that combines latest technology and superior services Sunrise PVC pipes come in wide range of product and sizes. Which are used in agriculture, irrigation, drinking water line, sewerage, building constructions and plumbing.

We manufacture Sunrise PVC pipes from 20mm to 200mm pipe size and fittings. Sunrise PVC Pipes and fitting are available in a vast range. Pipes are manufacturing and testing facility at L.G. Industries. Symbol of esteem and excellence. Quality well maintained for the past 30 years. A well-known manufacturing Sunrise Brand Rigid PVC pipes since last three decades. Brand name of the best quality and 100% best service.

## **VISSION:**

- ❖ To double the production capacity and make it as a public industry. There also should be a balance between competitiveness of price and value proposition of our products and services rendered to customer.
- ❖ We believe reasonable pricing will be beneficial to the customer and company for growing and serving customers better.

## **MISSION:**

- ❖ Provide competitively priced, quality product and quality customer service.
- ❖ Maintains a sufficient level of profitability so as to provide for industry growth and fair return on owner's equity

## **PRODUCT PROFILE:**

Hard and rigid PVC in resins form is used to make these rigid or un -plasticized PVC pipes. Rigidity is obtained by controlling the percentage of plasticizer. The pipe are manufactured mainly 3 colours that are; Blue, White, Grey here is good potential market exists for PVC pipes die to low cost, light weight and lower installation cost compared to cost iron and cement pipes. Rigid PVC has ready market and is extensively used in engineering and chemical applications commercial and housing as well as for irrigation and agriculture purpose.

## **Various types of pipes available in sunrise brand rigid :**

- Poly vinal chloride [PVC] type
  - Sunrise -1<sup>st</sup> quality
  - Tejaswi -2<sup>nd</sup> quality
  - 1<sup>st</sup> choice – 3<sup>rd</sup> quality
  - Orbit -4<sup>th</sup> quality
- Sunrise ISI brand
- Blue traded pipes
  - Plumbing blue
  - UPVC Sunrise
  - UPVC Sunflow
  - Bends
  - Sockets
  - UPVC bends
  - Cut pipes
  - End piece side drop
  - End piece middle drop
  - End piece side close

## **OWNERSHIP PARTNER:**

Founders and present management profile LG Industries is a small-scale industry started in 1987 at Koteswara a small town in Udupi district engaged in manufacturing of "SUNRISE" brand rigid PVC pipes, and the founder of this industry was Mr. Govindaraya V Kamath and cost of the project was Rs. 45.00 lakhs and term loan Rs. 40.73 lakhs.



## **PRODUCTION PROCESS:**

Production is the process of converting raw material into finished product. This can be divided into 3 stages:

### ❖ First stage:

The first stage of production process is to prepare the mixture of raw materials. The production process starts with weighing of raw material. The materials are chemicals, PVC resin, calcium carbonate, titanium dioxide, stearic acid, black carbon, blue colour, one pack compound stabiliser. All the materials except resin are mixed together and make a bag and that mixture is mixed with one bag of resin [25kg] in high speed mixture machine and they are mixed in the temperature ranges of 100 to 105 degree Celsius for about 10-15 minutes. The mixture is drained from the high speed mixture and allowed to cool down to room temperature. This requires about an hour. This mixture is put in vibrator to remove the dust particles.

### ❖ Second stage:

After preparing the mixture it is fed manually into the hopper. This mixture is made to pass through the heater and extruder .there include two screws. It rotate in anti-clock wise for mixing. The temperature in the barrel between 170 to 180 degree Celsius. This causes the powder to melt . Then the extruder pushes the melted plastic through an annual die. It create the continuous plastic tube or container.

### ❖ Third stage:

After , the container or plastic tube is putted in cooler and the water is applied to hard the pipe. This process is mainly used to keeping the pipe hard . then the pipe is passes through printer in printer the company logo and name is printed on it this printing process both include manual and machinery printing the ISI brand pipes are printed in machinery and the other brand pipes are printed manually . then it passes through traction this avoid the breakdown of pipes .

### ❖ Fourth stage:

The fourth stage is cutter then the pipes are putted into cutter . in cutter the pipes are continuously moving and the pipes are cuts in one length [6 inch ] automatically through the hydraulic pressure .

### ❖ Fifth stage

In this stage the pipes are brought into coupling . the coupling helps to join the pipes . the pipes are heated and one side of the pipe is coupled.

## **Organisation design :**

Most organizations use some mix of structure pyramidal, matrix or networked ones to accomplish their goals. A structure is the formalizing of relationship, role and responsibility in order or components are interrelated or interconnected.

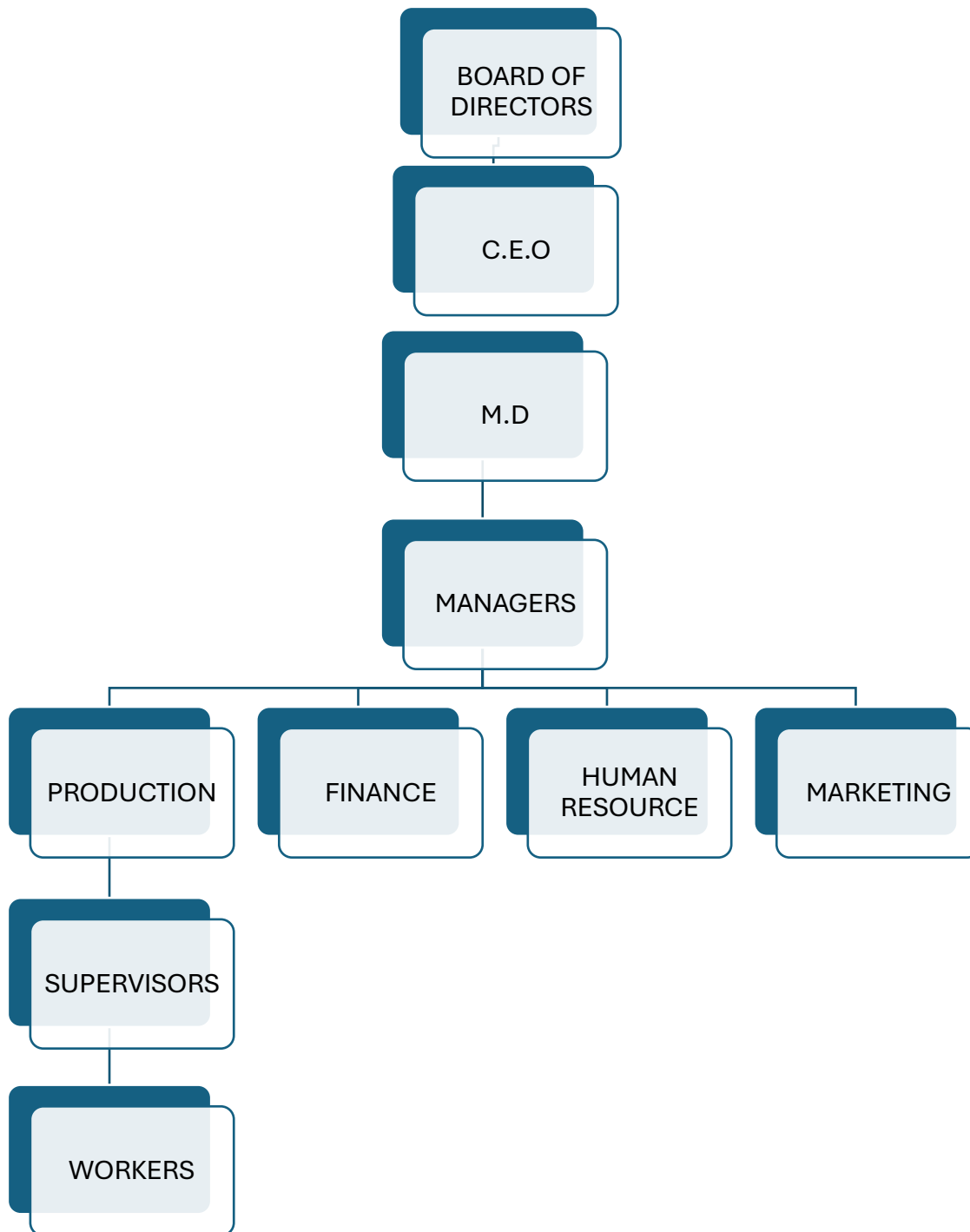
The below structure shows the organization structure of L.G Industries which is handed by managing director to managing partner and then to delegate the role and responsibility to the department header then followed by the departmental executives where in the communication and all other activity can be smooth run

with preview of their schedule and task.

The various Departments in SUNRISE Brand Rigid PVC Pipes:

- ◆ Finance Department
- ◆ Human Resource Department
- ◆ Production Department
- ◆ Quality Assurance Department
- ◆ Research and Development Department
- ◆ Maintenance Department
- ◆ New Product Development Department
- ◆ Marketing Department
- ◆ Purchase Department

## STRUCTURE OF ORGANISATION :



## **MAIN COMPETITORS:**

L.G Industries (manufacturing of "SUNRISE" Brand Rigid PVC Pipes) is facing competitor's companies like;

- ◆Varun Plastic, Udupi.
- ◆Ganga Plastics, Manipal.
- ◆Krishna pipes, Neralakatta.
- ◆Rainbow Plastics, Manipal.
- ◆Manjushree pipes limited, Moodlakatta.

## **IMPORTANCE OF PERFORMANCE APPRAISAL :**

Performance evaluation is a very useful tool for companies, since it allows managers and the Human Resources area to know how their employees are working and what are the problems within the organization. Performance evaluation has several objectives to verify the fulfilment of individual and group goals, to observe the performance of employees and to obtain information for decision making in human resource management.

According to Larry Page, CEO of Google, the success of performance evaluation is that everyone is committed to the shared success objectives, in order to give the maximum result. Once you have a structured appraisal system in place, all employees will know that their activities are valued and will be better able to perform both individually and collectively. Inform all employees how and how often they will be measured and their role within the company's purpose.

An important point in the performance of teams is motivation. Linked to the previous point, a motivated employee will have a higher level of commitment, higher productivity and will be less likely to leave his or her job. This is one of the main challenges facing organizations since COVID19 quarantines began. Mental exhaustion (burnout), work stress and work-family balance represent one of the main points of attention for organizations.

It is important that your organization invests in tools or processes that take care not only of the physical health, but also the mental health of employees. In addition, you should implement in your performance evaluation system, a way to measure employee motivation in order to determine if the processes and tools you are using to take care of the motivation of your employees are the right ones. The performance evaluation system helps you monitor the results of employees within the organization and see their evolution within the company.

Measurement should be constant and results should be evaluated periodically.

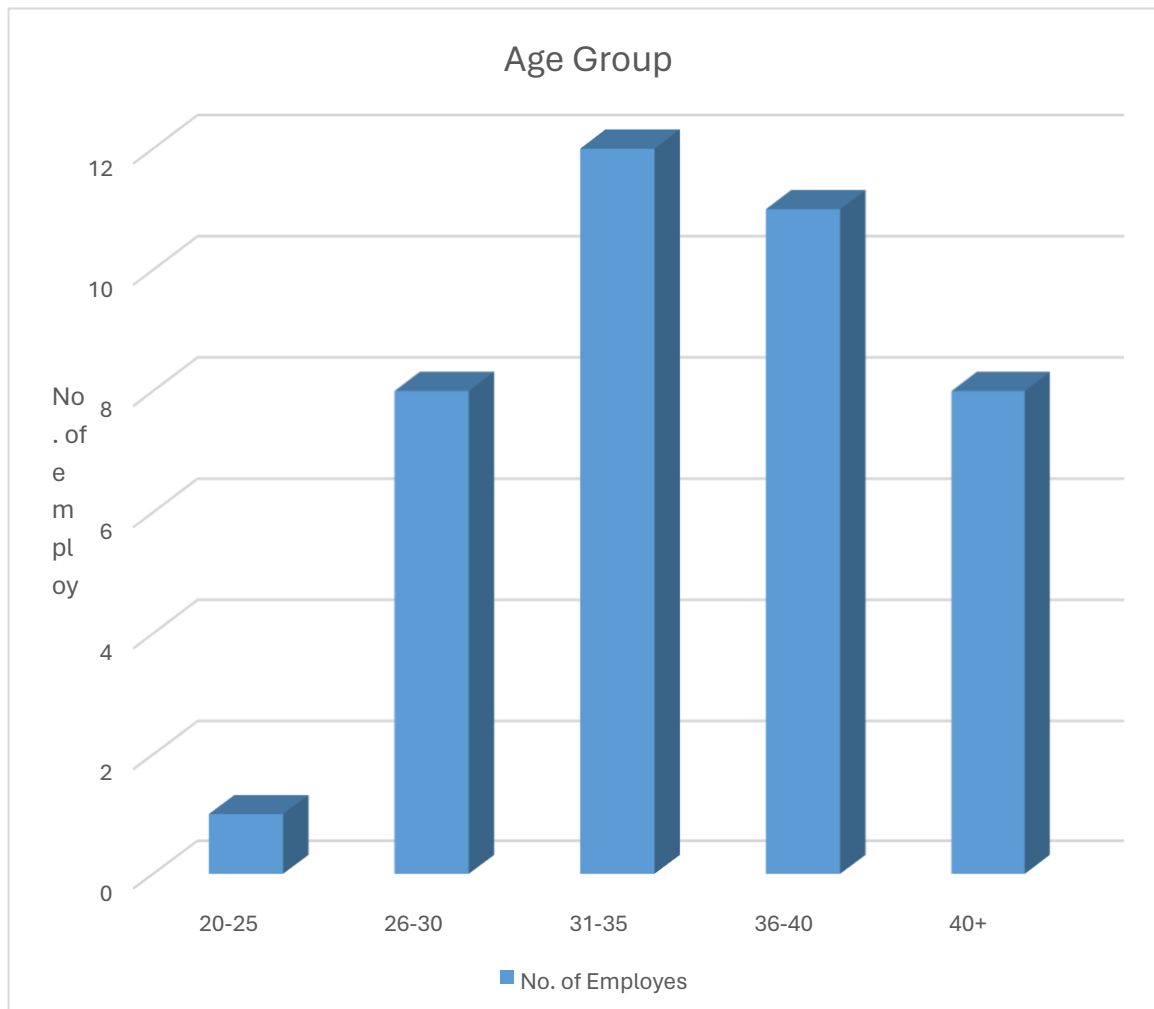
The goal of periodic performance evaluation is to determine if expectations are being met and to identify any opportunities for improvement. This also allows employers to reward those who have excelled or give constructive feedback on areas that need improvement. In addition, it provides a bench mark against which future evaluations can be measured, allowing managers to compare an individual's progress over a period. Regardless of the number of employees in the company, everyone needs to be evaluated to determine their progress. It is important not to go overboard in the long term or try to make drastic changes during the intermediate stages.

The only way to identify real problems is to make continuous evaluations. An environment where conversations between team leaders and their work teams are encouraged is a space that fosters trust, motivation and continuous improvement of employees. In order for an employee to improve and get out of their comfort zone, they must get feedback on their performance. Finally, performance appraisal allows managers to obtain an overview of their team's performance while avoiding the bias that could be generated by personal opinions. The evaluation ensures that decisions are made based on facts, not on the personal opinion of the manager or the manager's subordinates. While it is important to promote an atmosphere of empathy and teamwork, these aspects should be evaluated by other team members or allied areas within the organization.

# CHAPTER - 3

<b>SL. NO</b>	<b>CHART NO.</b>	<b>CHART NAME</b>
1.	3.1	<b>CHART SHOWING AGE GROUP OF EMPLOYEES</b>
2.	3.2	<b>CHART SHOWING THE EMPLOYEES RESPONSE REGARDING PERFORMANCE APPRAISAL SYSTEM</b>
3.	3.3	<b>CHART SHOWING THE OPINION OF PERFORMANCE MANAGEMENT SYSTEM CAN ASSIST YOU IN SETTING AND ACHIEVING RELEVANT OBJECTIVES</b>
4.	3.4	<b>CHART SHOWING THE SATISFACTION OF EMPLOYEES REGARDING EXISTING PERFORMANCE MANAGEMENT SYSTEM</b>
5.	3.5	<b>CHART SHOWING THE OPINION REGARDING EXCELLENCE IN PERFORMANCE AND ACHIEVEMENTS OF RESULTS ARE REWARDED IN TIME</b>
6.	3.6	<b>CHART SHOWING THE IMPACT OF PERFORMANCE IN SALARY</b>
7.	3.7	<b>CHART SHOWING PROMOTION ARE STRICTLY BASED ON PERFORMANCE MANAGEMENT SYSTEM OR NOT</b>
8.	3.8	<b>CHART SHOWING THE SUPPORT OF SENIOR MANAGEMENT</b>
9.	3.9	<b>CHART ABOUT THE OPINION OF EMPLOYEES REGARDING ORGANISATION DISCOVER PROSPECTIVE LEADER AND TOP PERFORMERS</b>
10.	3.10	<b>CHART ABOUT THE RECOGNITION GIVEN TO HIGH PERFORMER HELPS IN MOTIVATING THE EMPLOYEES</b>
11.	3.11	<b>CHART EXPLAINS THE SUPPORT OF SUPERIORS</b>
12.	3.12	<b>ARE YOU SATISFIED WITH THE APPRAISAL SYSTEM</b>
13.	3.13	<b>CHART SHOWING THE OPINION OF EMPLOYEES REGARDING THEIR LEADERSHIP AND INTERPERSONAL SKILL ARE DEVELOPED DURING THE PERFORMANCE MANAGEMENT SYSTEM</b>
14.	3.14	<b>CHART SHOWING THE EXPERIENCE OF WORKERS</b>
15.	3.15	<b>CHART SHOWING THE RATING OF LEVEL OF JOB SECURITY AND STABILITY IN THE ORGANIZATION</b>
16.	3.16	<b>CHART SHOWING THE RATING OF WORK ENVIRONMENT AND OFFICE CULTURE</b>
17.	3.17	<b>TABLE SHOWING THE CHANCE OF GETTING LEAVE</b>
18.	3.18	<b>IS YOUR PAY RATE ENOUGH TO KEEP YOU FROM TAKING A SECOND JOB</b>

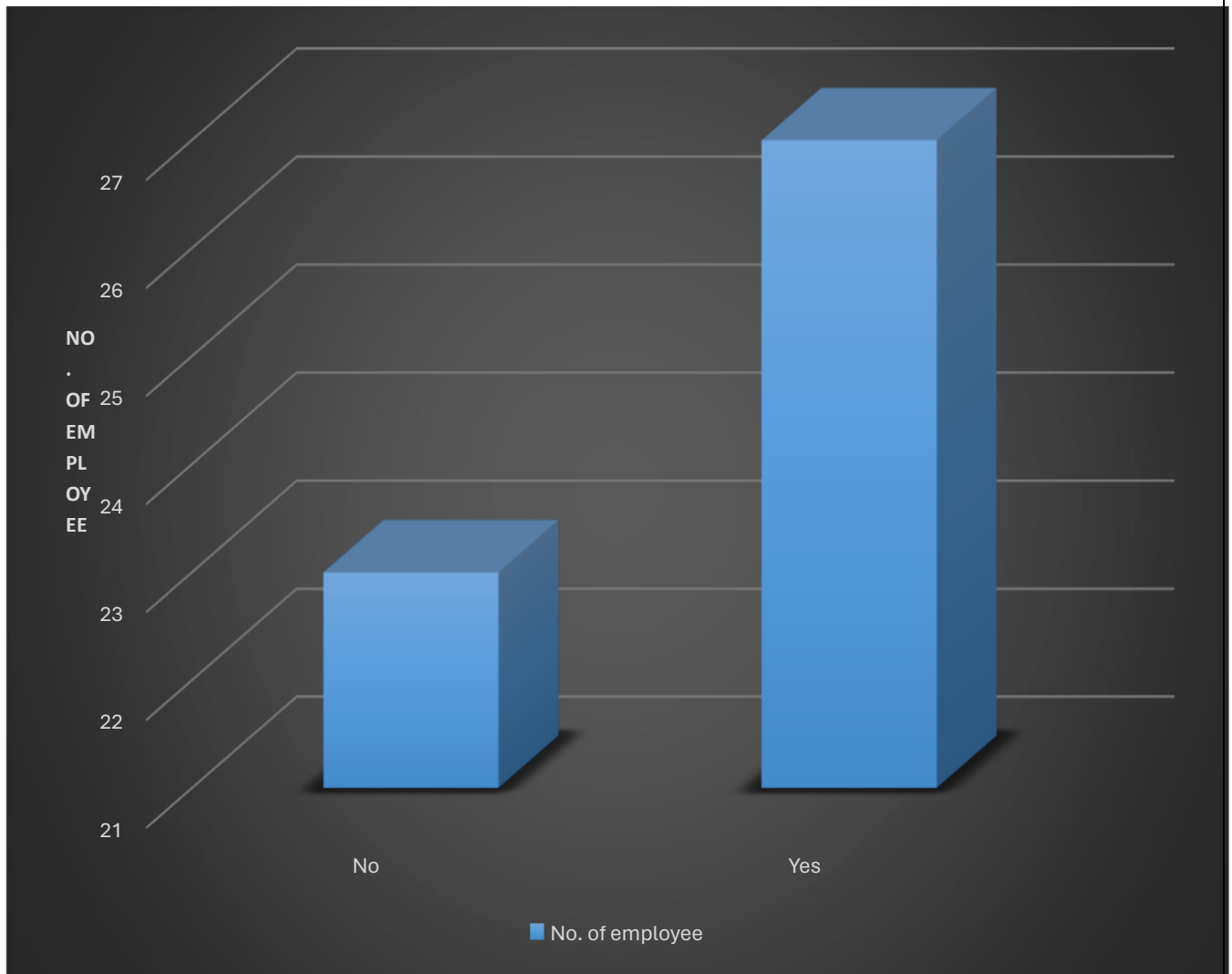
### 3.1 CHART SHOWING AGE GROUP OF EMPLOYEES



#### Interpretation

In the above data we can see that, division of age group among 40%. The here 1 employee are in age group between 20-25 8 employees are in age group between 26-30 , 12 employees are in age group between 31-35 , 11 employees are in age group between 36-40 , and 8 employees are in 40+ age group Here the age group between 31-35 has the more percentage.

### 3.2 CHART SHOWING THE EMPLOYEES RESPONSE REGARDING PERFORMANCE APPRAISAL SYSTEM

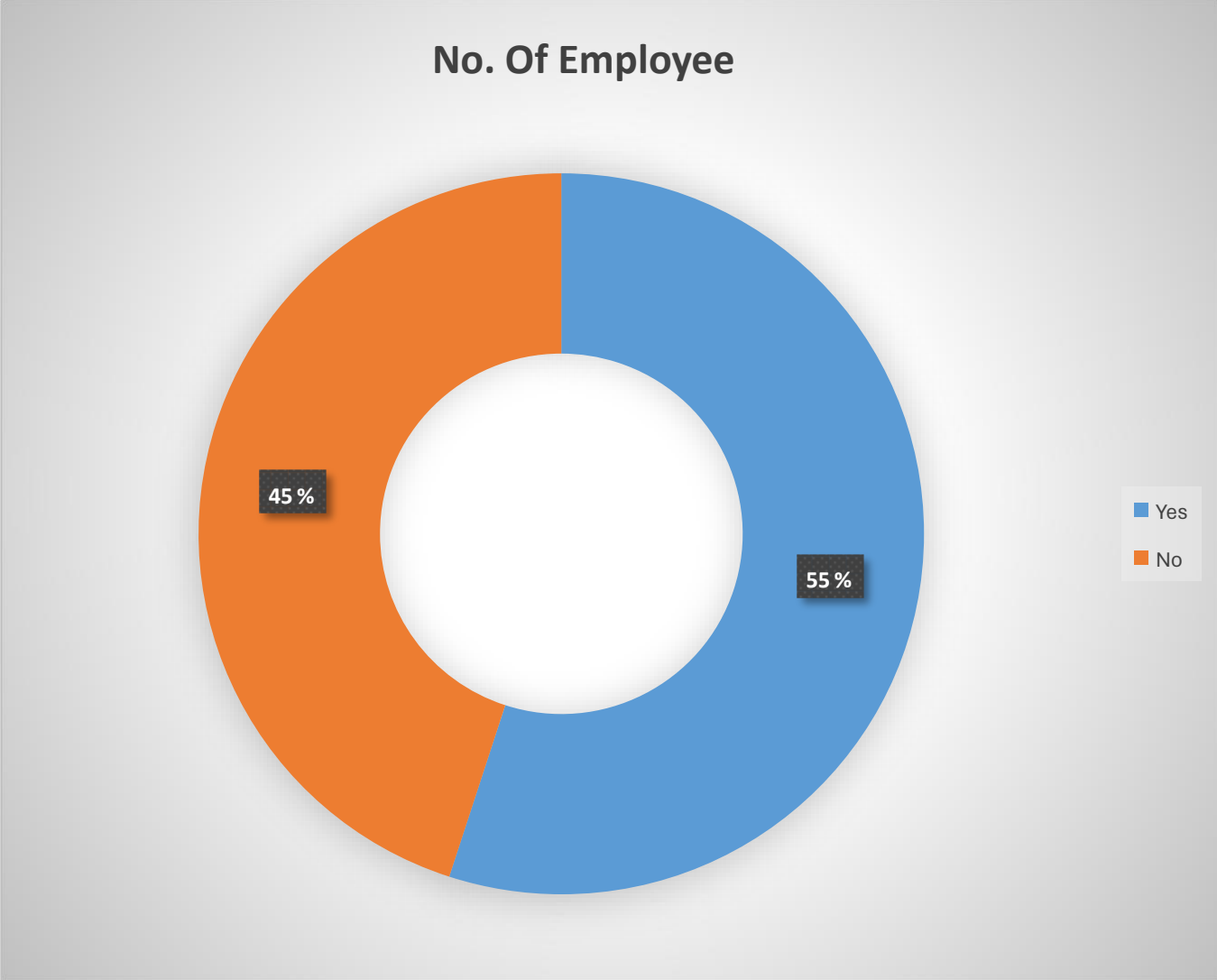


#### Interpretation

In the above data we can see that, companies are evaluating a performance all of the factors that aid to performance, evaluated by employees Yes or No. The 27 employees said yes 23 remaining said No .



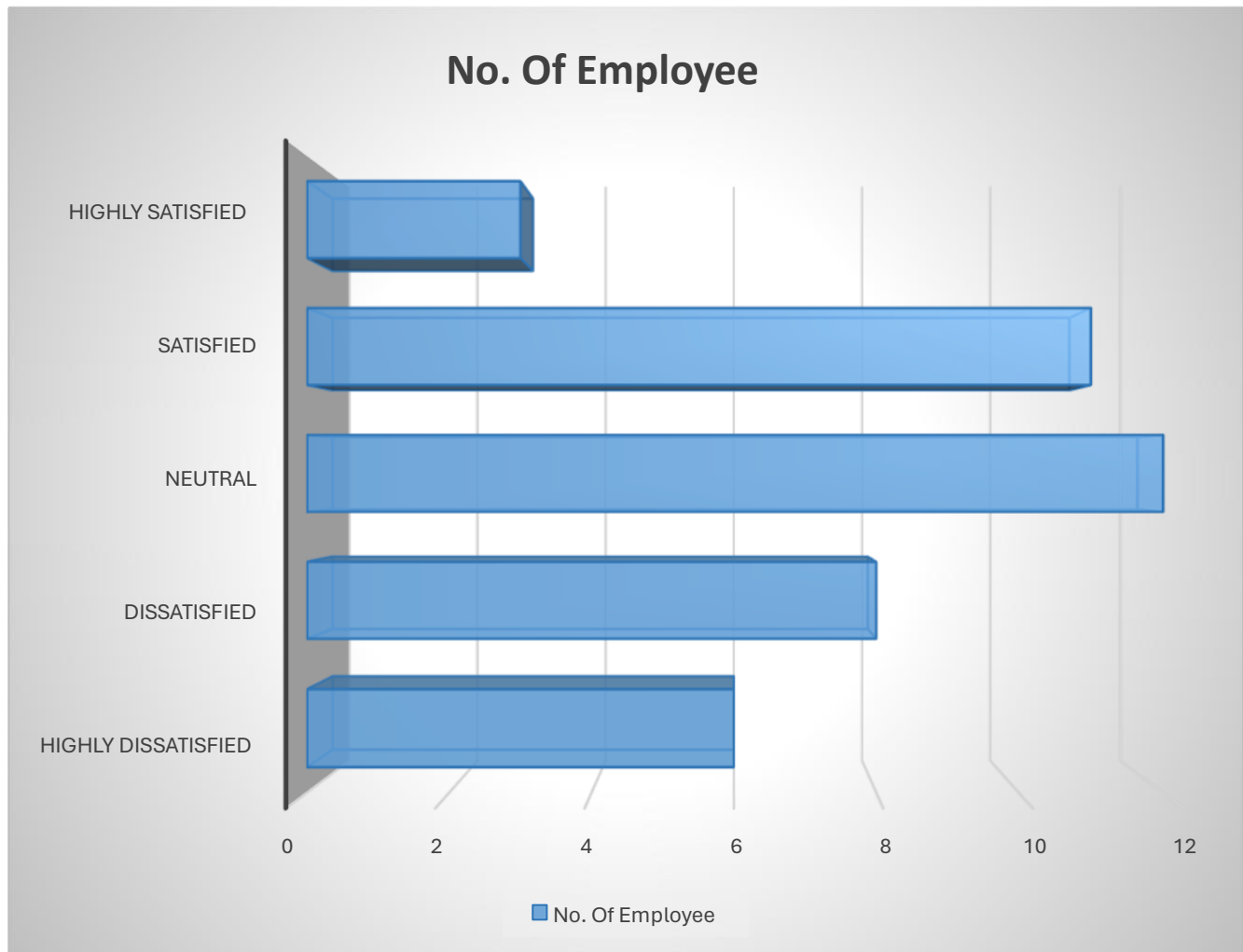
**3.3 CHART SHOWING THE OPENION OF PERFORMANCE MANAGEMENT SYSTEM CAN ASSIST YOU IN SETTING AND ACHIEVING RELEVANT OBJECTIVES**



**Interpretation**

In the above data we can see that, company's performance management system can assist you in setting and achieving relevant objectives evaluated by employees by Yes or No. among 40%employees 22 employees said yes and 18 employees said No .

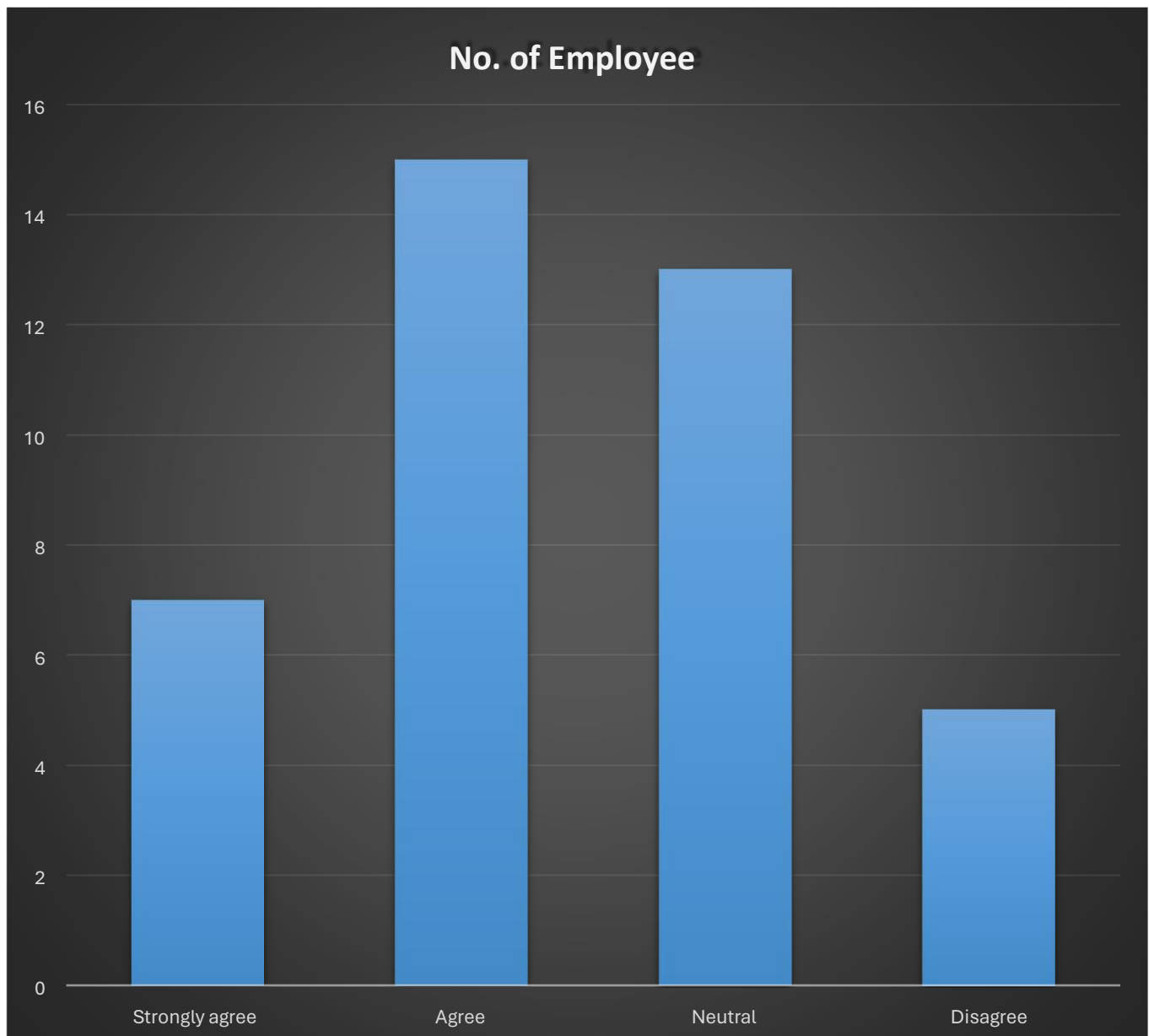
### 3.4 CHART SHOWING THE SATISFACTION OF EMPLOYEES REGARDING EXISTING PERFORMANCE MANAGEMENT SYSTEM



#### Interpretation

In the above data we can see that, of the workers are satisfied with that management system conduct performance appraisal system, while Respondents say that highly dissatisfaction and 8% employees are dissatisfied, 12% of employees are neutral, employees are satisfied and employees are highly satisfied with the organisation performance appraisal system.

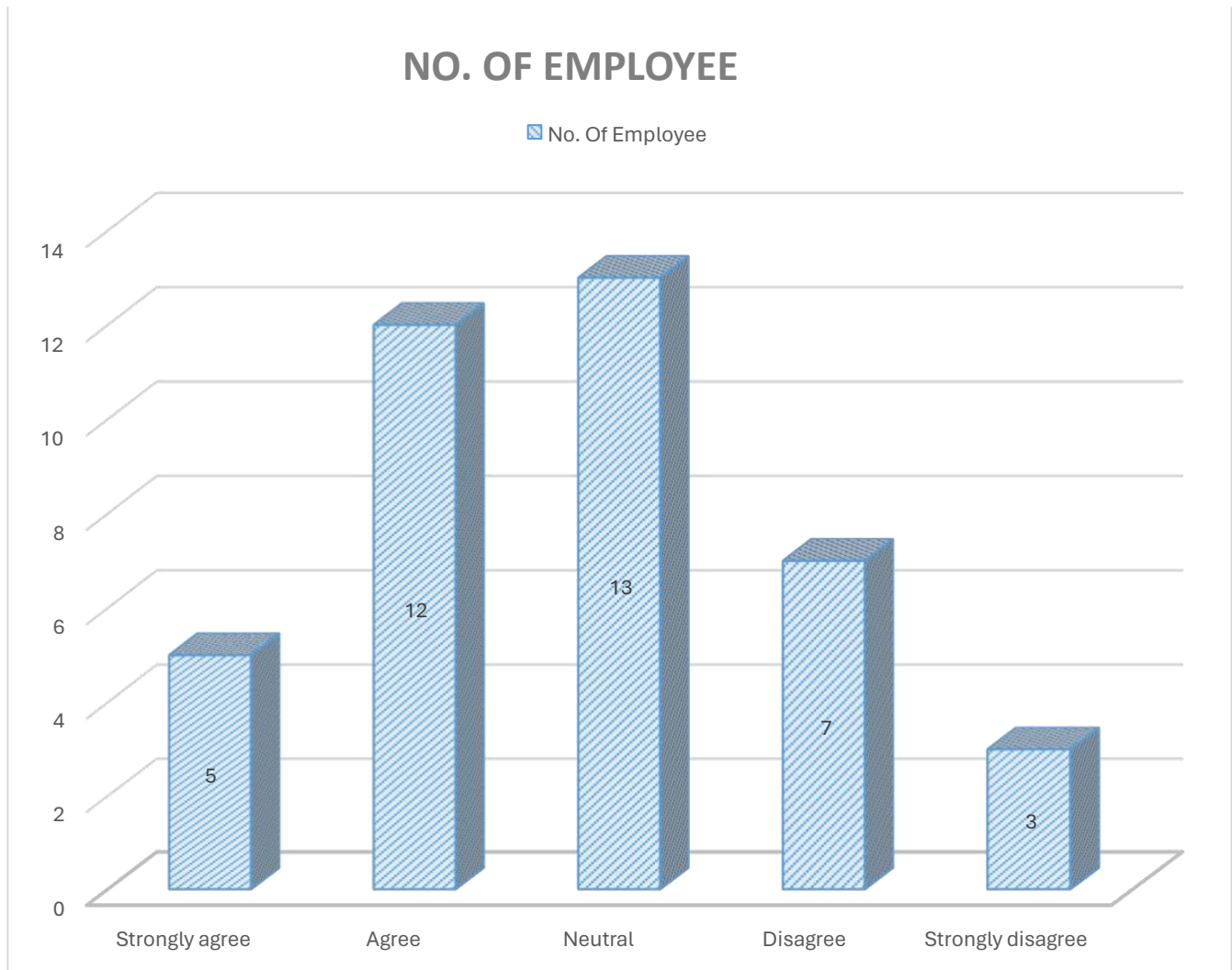
### 3.5 CHART SHOWING THE OPINION REGARDING EXCELLENCE IN PERFORMANCE AND ACHIEVEMENTS OF RESULTS ARE REWARDED IN TIME



#### Interpretation

In the above data we can see that, of the worker's excellence in performance and achievements of results are rewarded in time by organisation, employees answers among 40 is, 7 Respondents say that strongly agree, 15 employees are agreed,, 13 employees are neutral and 5 employees are disagreed. Here we can see that agreed percentage is high

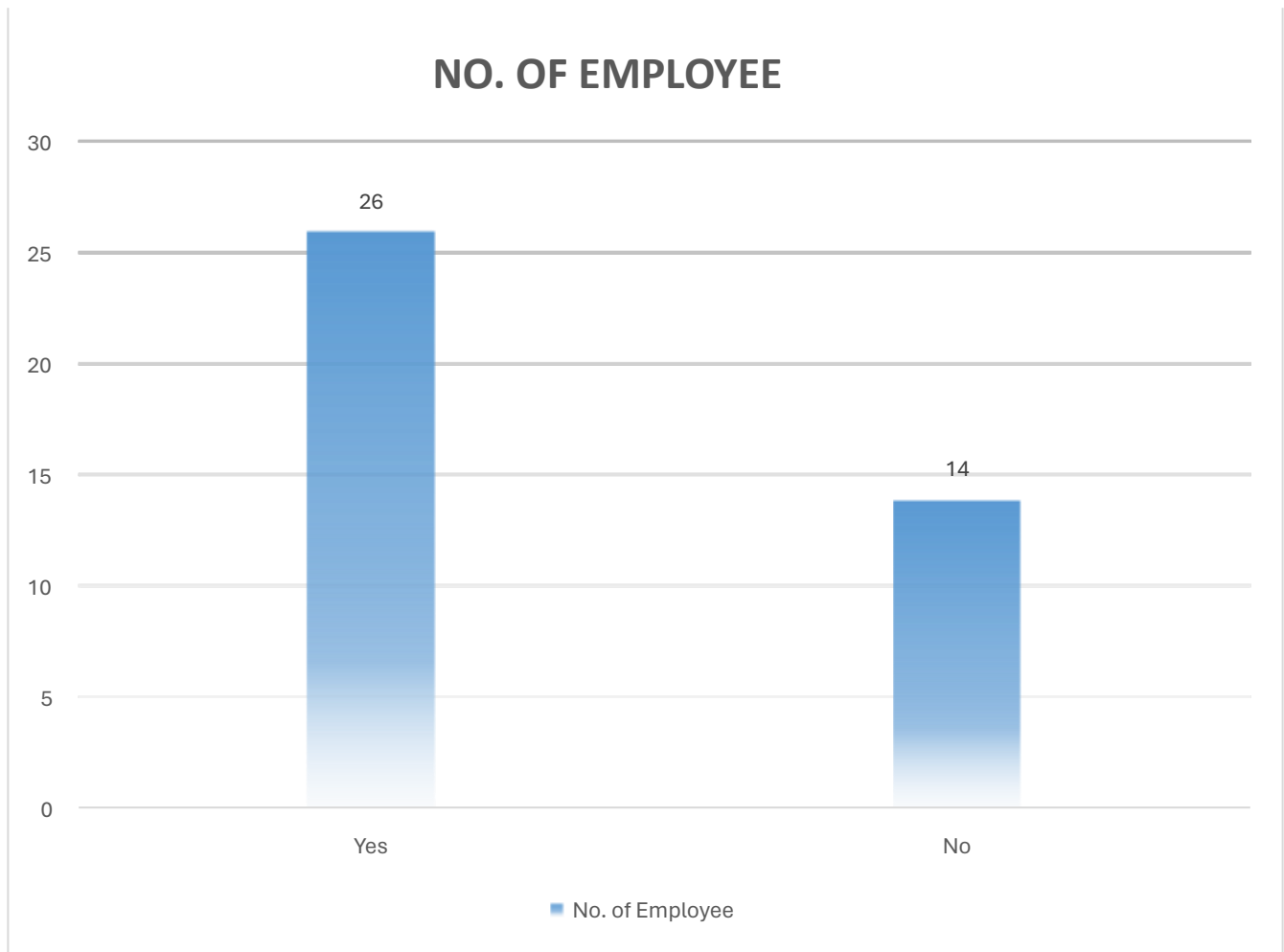
### 3.6 CHART SHOWING THE IMPACT OF PERFORMANCE IN SALARY



#### Interpretation

In the 40 employees 5 employees strongly agree the impact of performance in salary and 12 employees agree and 13 employees said the neutral and remaining 7 and 3 people disagree about the impact of performance in salary.

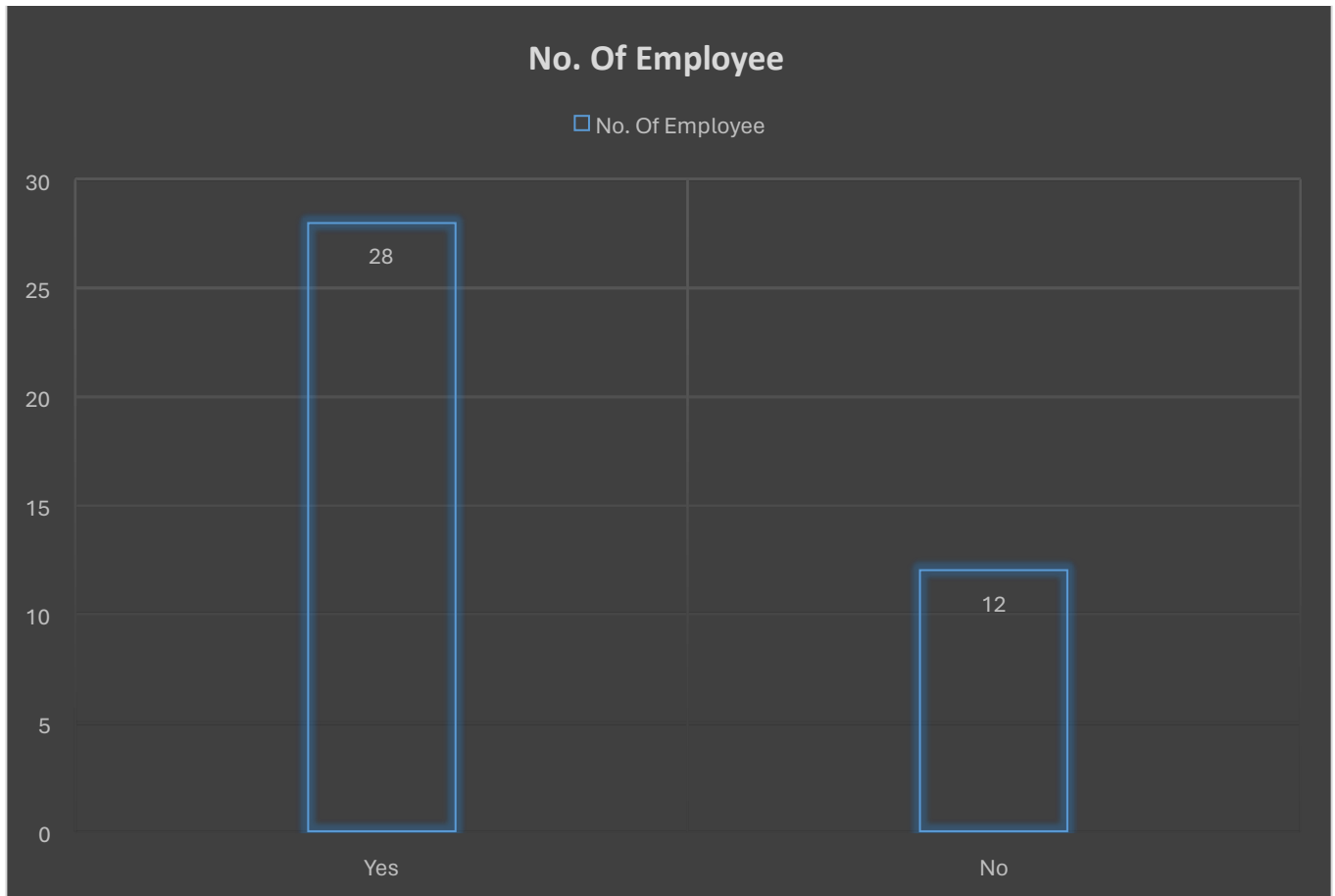
### 3.7 CHART SHOWING PROMOTION ARE STRICTLY BASED ON PERFORMANCE MANAGEMENT SYSTEM OR NOT



#### Interpretation

In the 40 employees the 26 employees said that promotions are strictly based on performance and remaining 14 employees said that promotions are not based on performance.

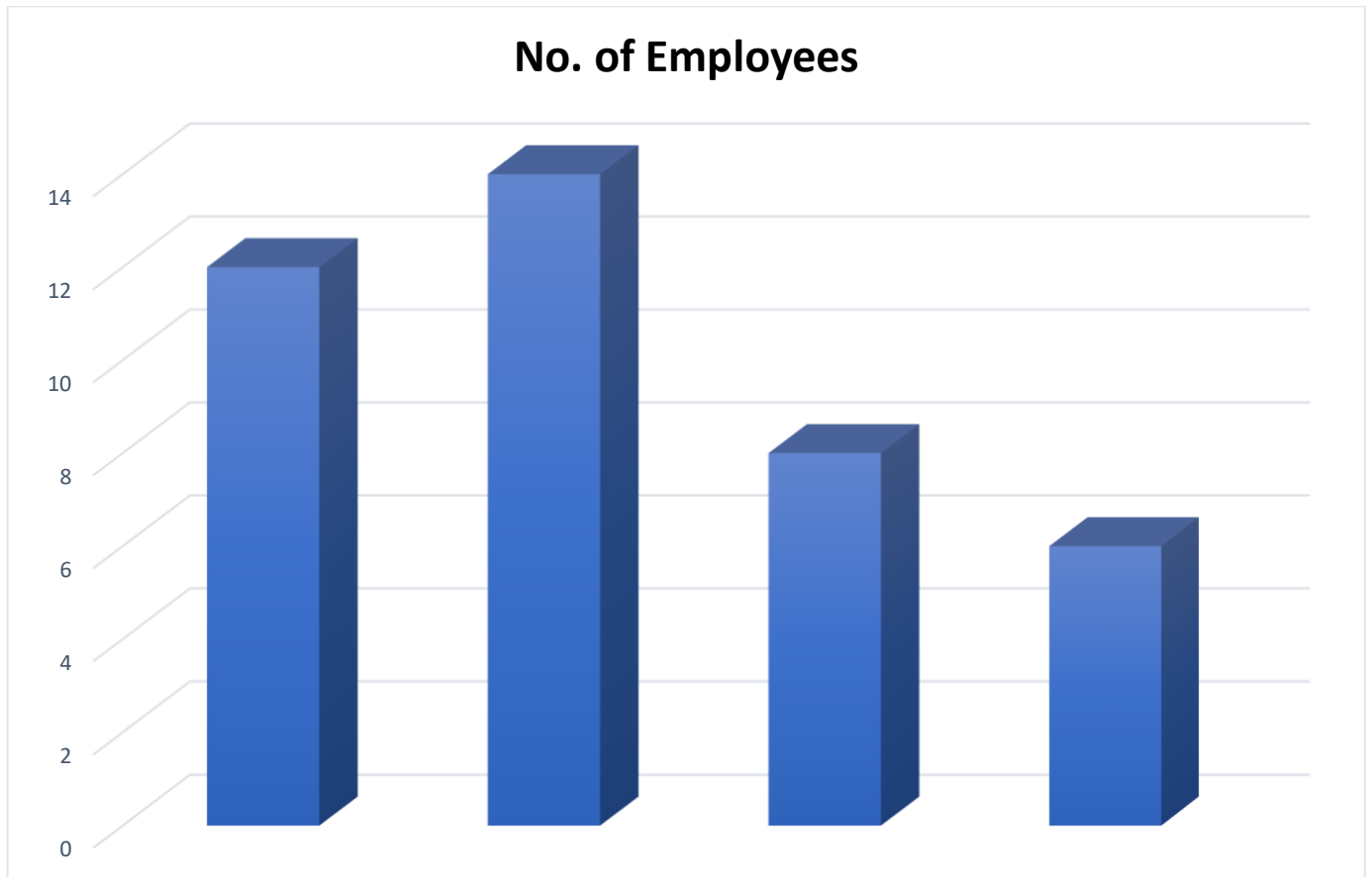
### 3.8 CHART SHOWING THE SUPPORT OF SENIOR MANAGEMENT



#### Interpretation

In the 40 employees the 28 employees have the positive opinion regarding the support of senior management and remaining 12 employees have negative opinion

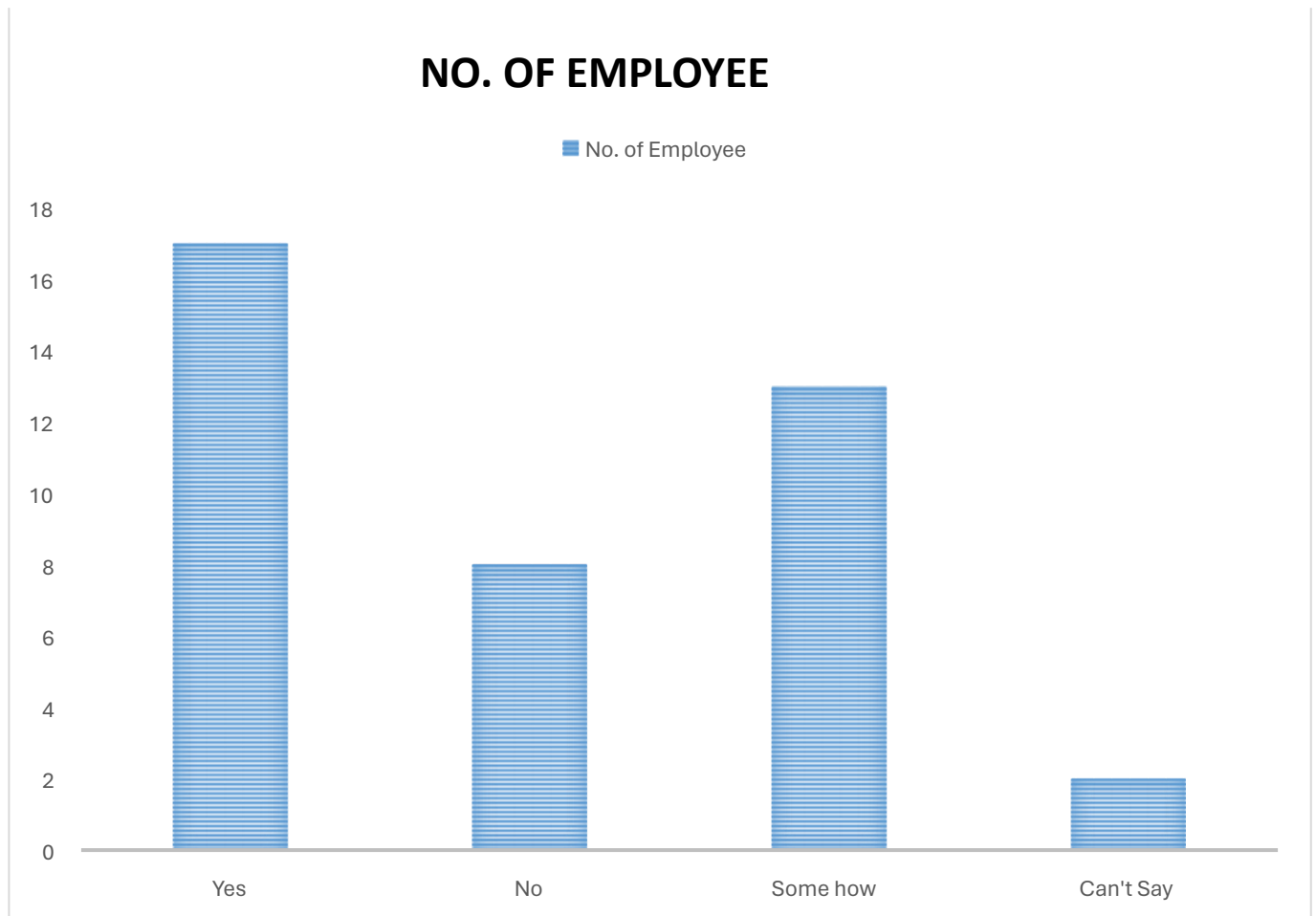
### 3.9 CHART ABOUT THE OPINION OF EMPLOYEES REGARDING ORGANISATION DISCOVER PROSPECTIVE LEADER AND TOP PERFORMERS



#### Interpretation

Here the among 40 employees 12 employees said that promotions are based on performance and 14 employees said that based on experience and 8 employees said that promotions are based on skill and creativity and remaining choose other.

### 3.10 CHART ABOUT THE RECOGNITION GIVEN TO HIGH PERFORMER HELPS IN MOTIVATING THE EMPLOYEES

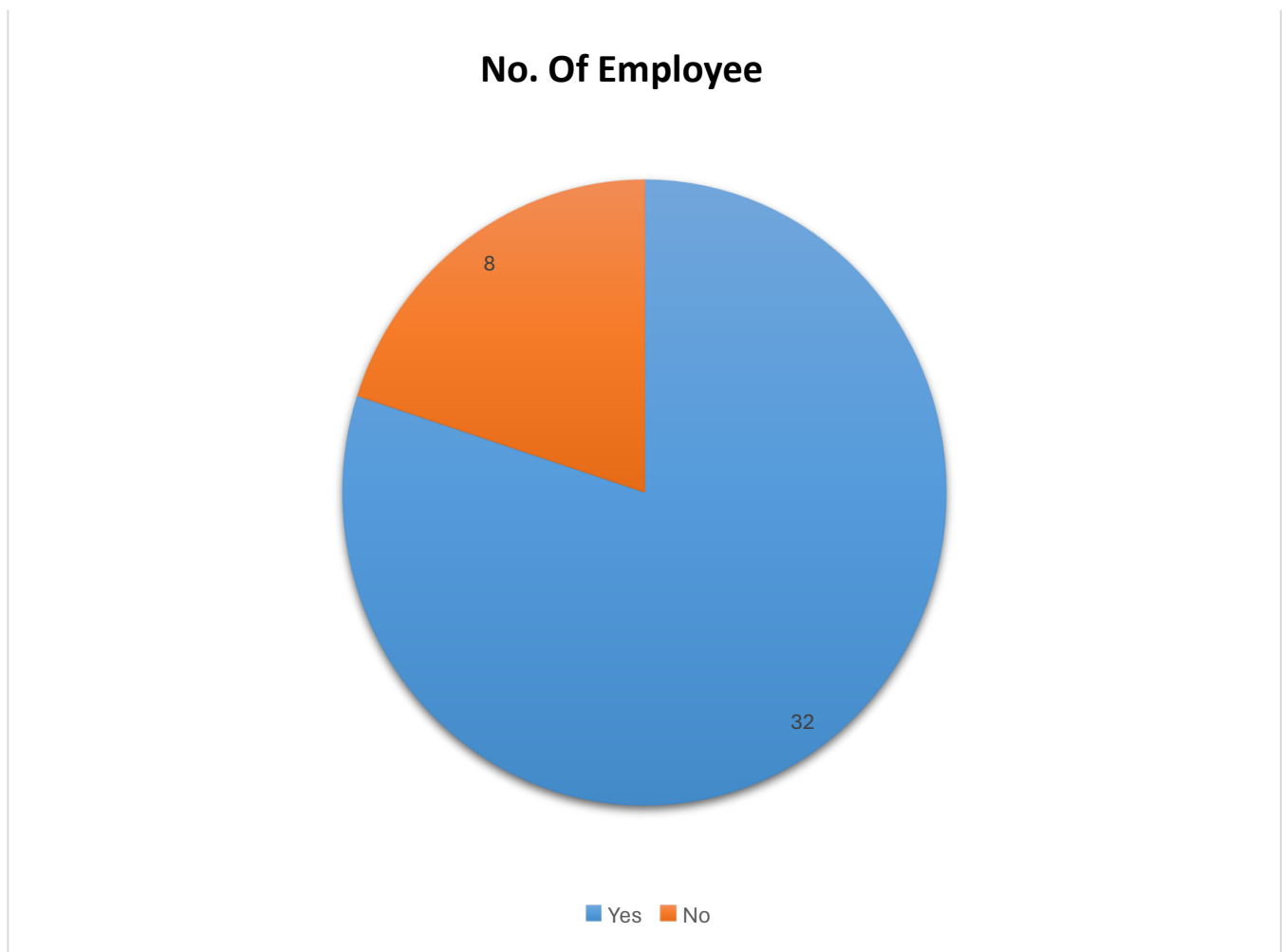


#### Interpretation

In the above data 17 employees were said that recognition given to the high performance and 8 employees were not agreed and remaining 13 and 2 employees choose cant say and some how.



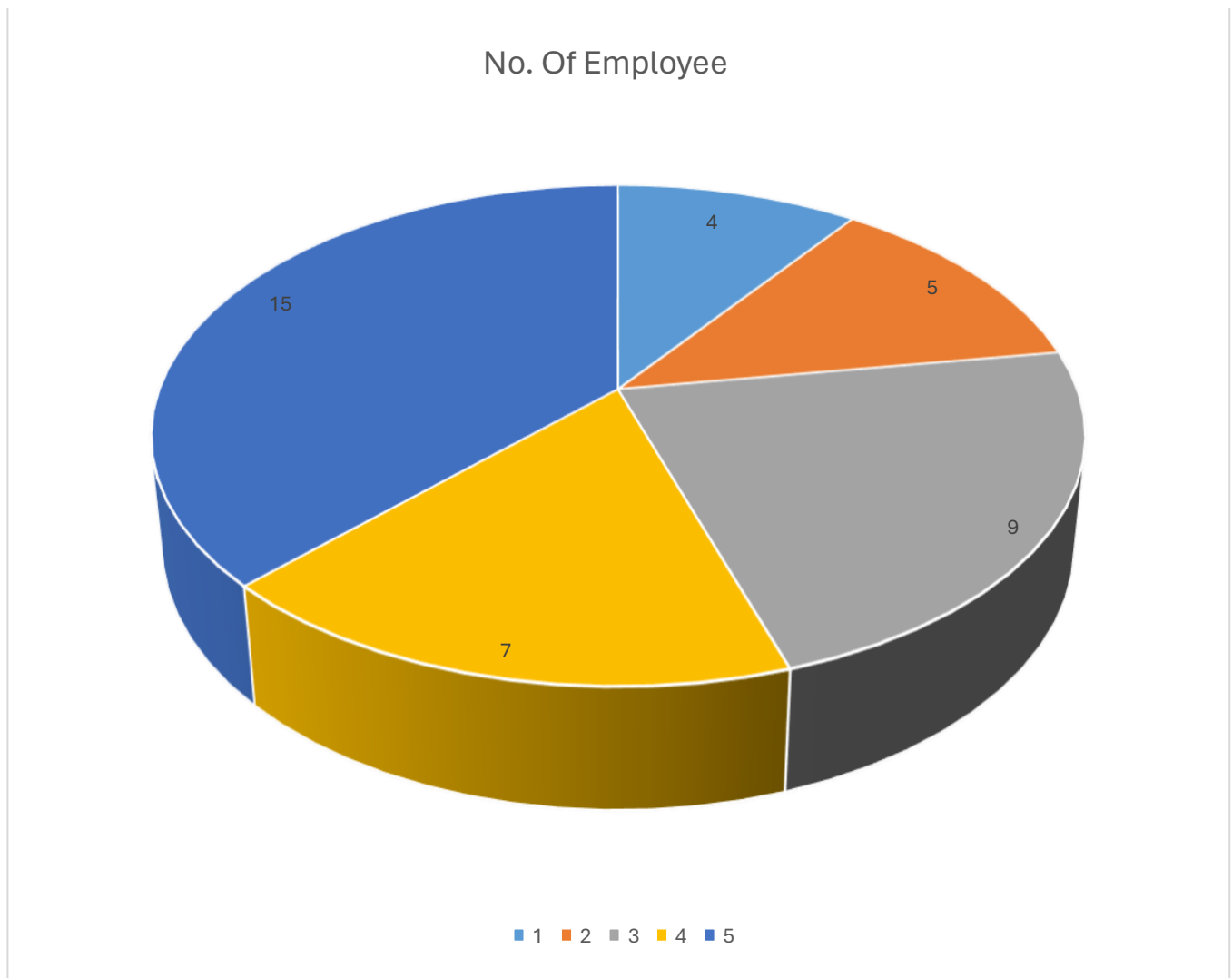
### 3.11 CHART EXPLAINS THE SUPPORT OF SUPERIORS



#### **Interpretation**

In the 40 employees the 32 employees said that superiors support them in work and remaining people choose no support by superior .

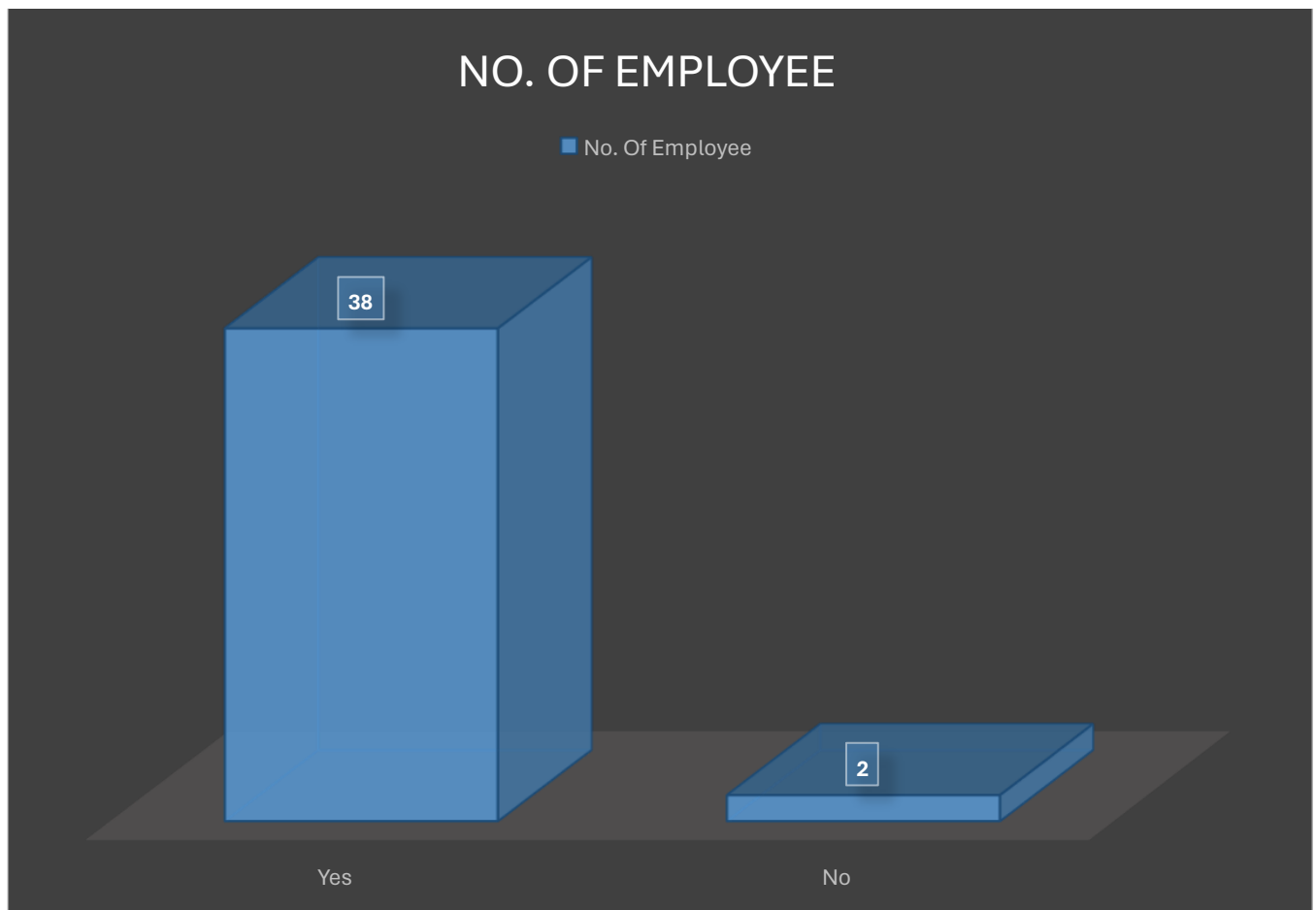
### 3.12 ARE YOU SATISFIED WITH THE APPRAISAL SYSTEM



#### Interpretation

In the above data shows that 15 employees are highly satisfied with current appraisal system and 7 employees were satisfied and 9 employees are neutral and remaining 5 employees are dissatisfied and 4 are highly dissatisfied .

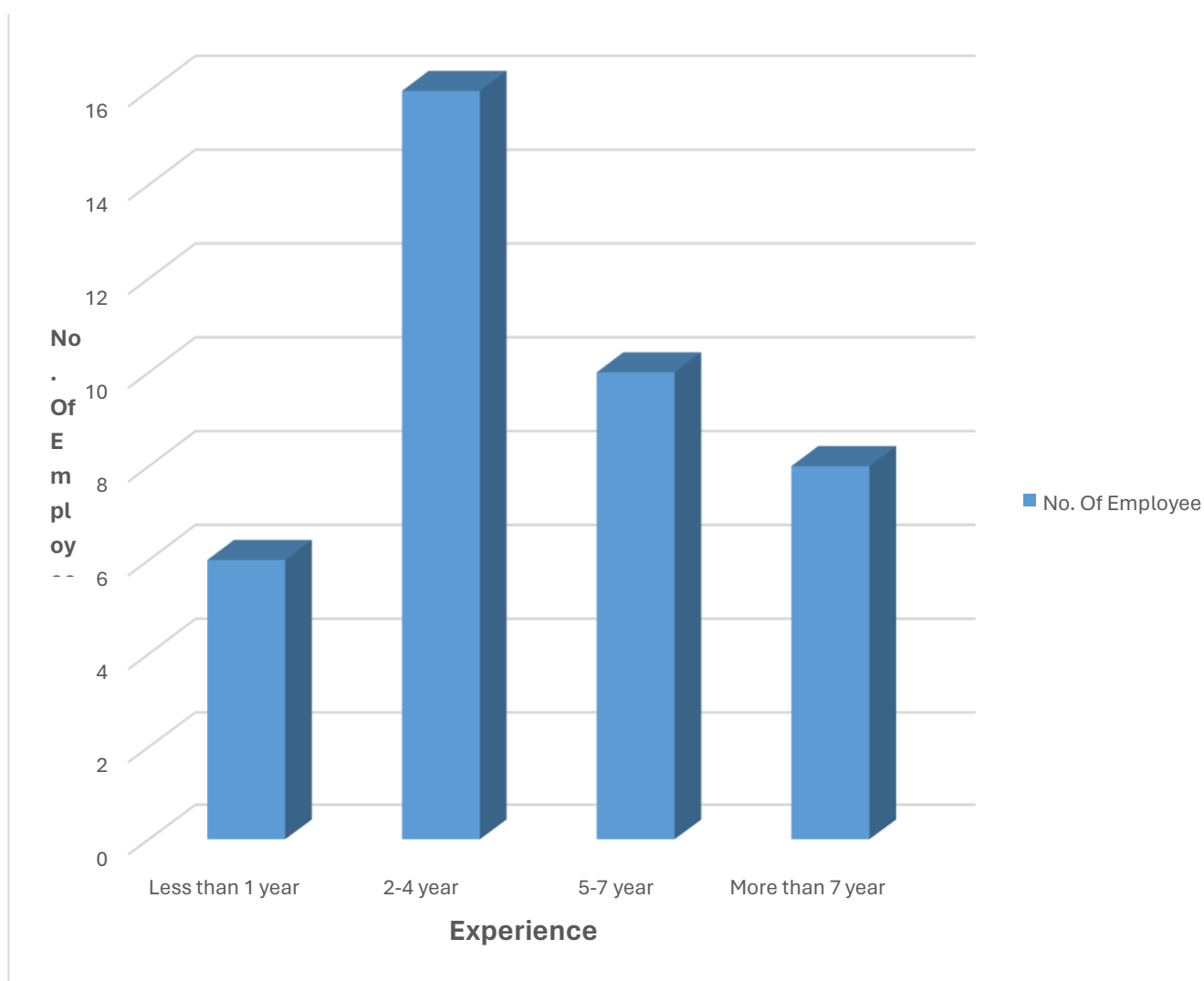
### 3.13 CHART SHOWING THE OPINION OF EMPLOYEES REGARDING THEIR LEADERSHIP AND INTERPERSONAL SKILL ARE DEVELOPED DURING THE PERFORMANCE MANAGEMENT SYSTEM



#### Interpretation

In the 40 employees the 38 employees are said that their interpersonal skills are developed during work and 2 employees are said their skills are not developed.

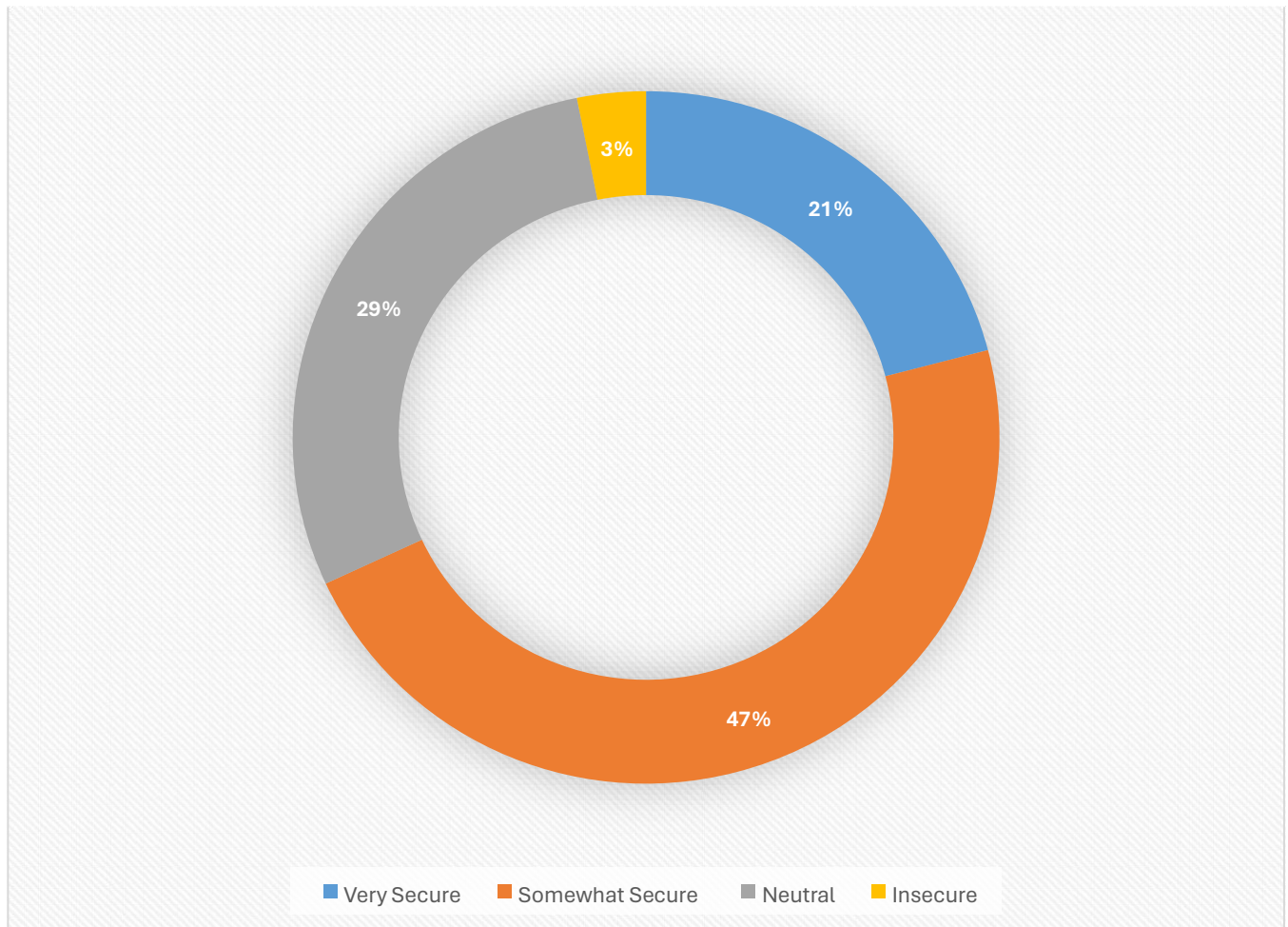
### 3.14 CHART SHOWING THE EXPERIENCE OF WORKERS



#### Interpretation

The above data shows the experience of 6 workers here 6 employees have experience of 1 year, 16 employees have experience of 2-4 years and 10 employees have experience of 5-7 years and remaining 8 employees have experience of more than 7 years.

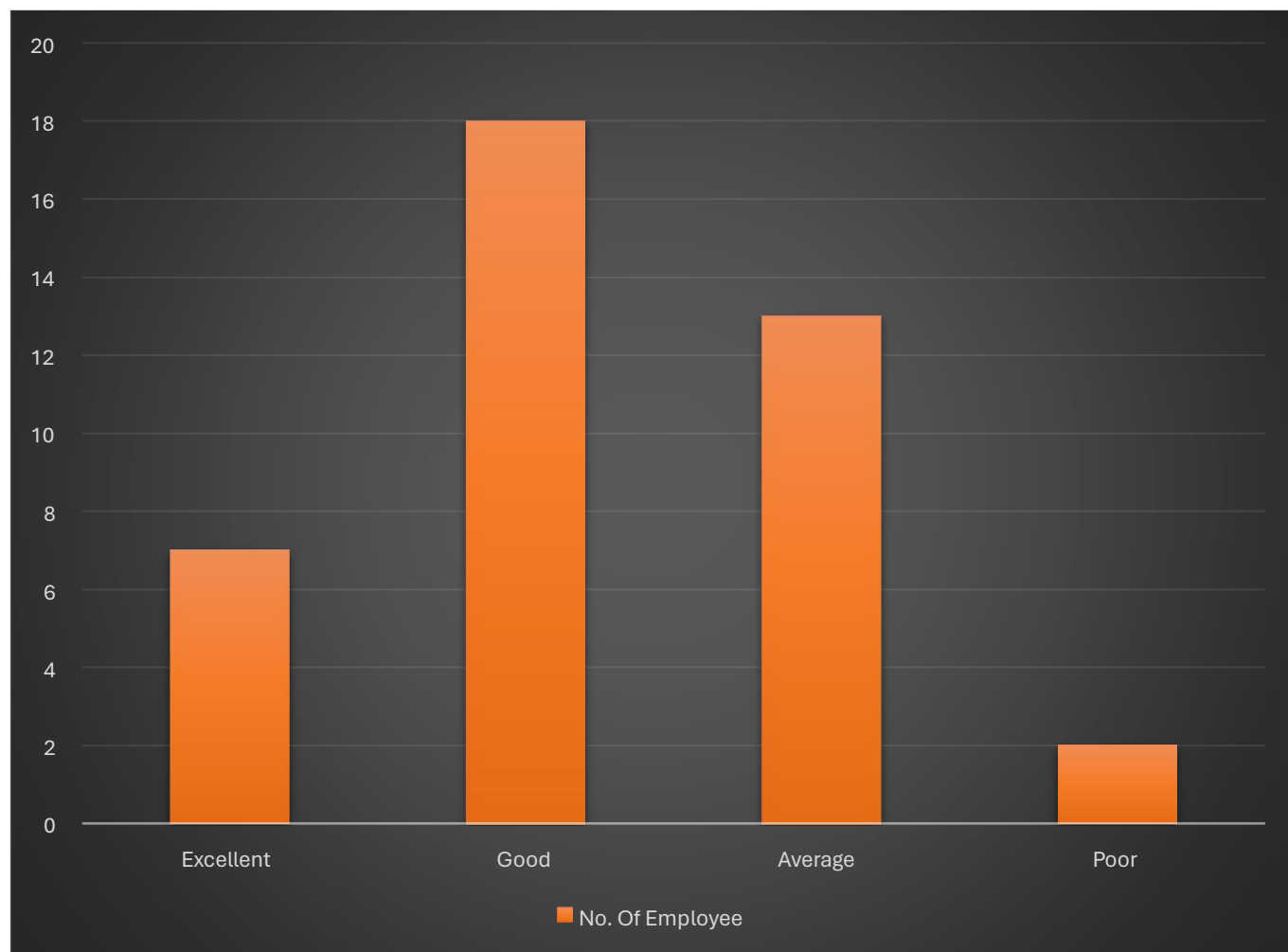
### 3.15 CHART SHOWING THE RATING OF LEVEL OF JOB SECURITY AND STABILITY IN THE ORGANIZATION



#### Interpretation

In the above data 21% of employees said that job is highly secured and 47% employees said somehow secured 29% employees said neutral and 3% employees said not secured .

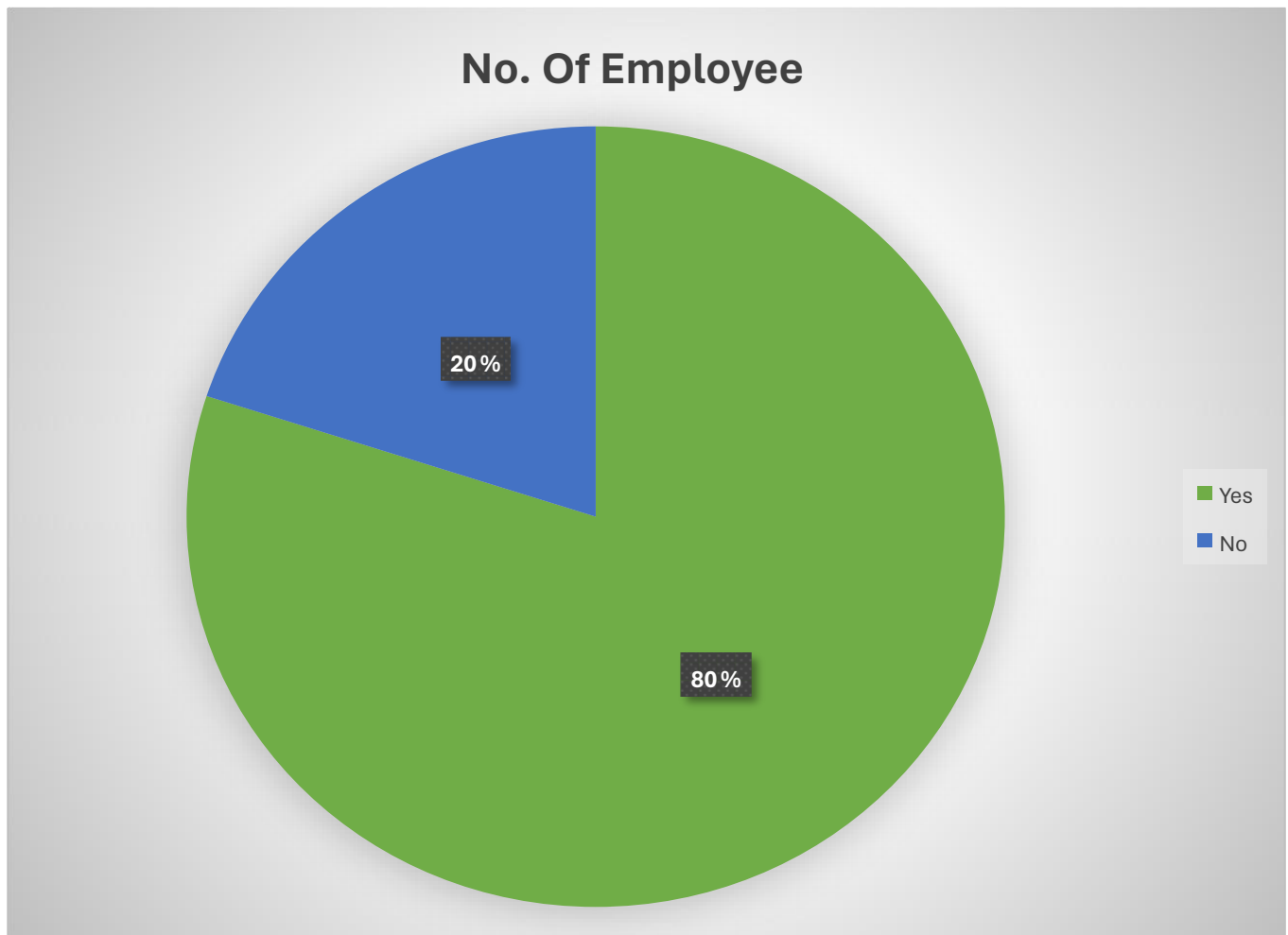
### 3.16 CHART SHOWING THE RATING OF WORK ENVIRONMENT AND OFFICE CULTURE



#### Interpretation

The above table shows the rating of work environment here 7 employees are said that environment is excellent and 18 employees said that good environment and 13 employees choose average and 2 employees choose said working environment .

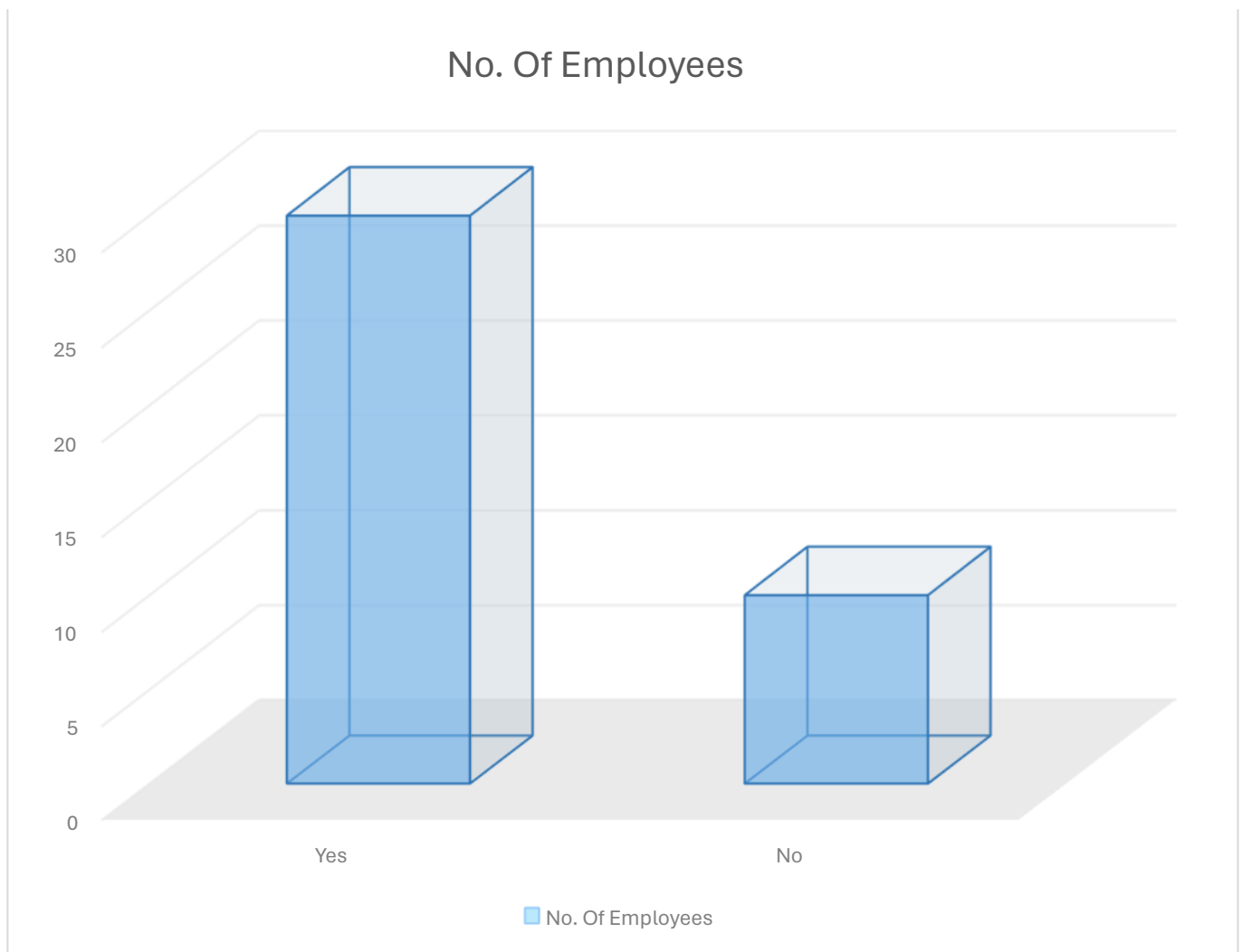
### 3.17 TABLE SHOWING THE CHANCE OF GETTING LEAVE



#### **Interpretation**

In the above data we can see that, how much the employees are getting the leaves when employees are needed, 32 employees said they get leaves and 8 employees said no among 40 employees.

### 3.18. IS YOUR PAY RATE ENOUGH TO KEEP YOU FROM TAKING A SECOND JOB



#### Interpretation

In the above data among 40 employees 30 employees was satisfied with the present salary and remaining 10 employees were not satisfied.



# CHAPTER -4

## **CONCLUSION**

That performance appraisal is an important tool for assessing your team's performance and measuring their commitment. It also helps leaders have conversations with the rest of the work team to discuss goals, expectations and how well they are being achieved.

If you want to measure employee engagement or find out what motivates employees so you can help drive productivity in the workplace, spend time implementing your own performance appraisal system based on your goals and needs. The change in your work culture will be amazing and you'll notice big changes in the organization's bottom . It is a well- established organization. The Management supports and encourages the employees in their personal and professional requirements.

The project done in SUNRISE BRAND RIGID Limited has enabled in identifying the performance appraisal adopted in the company. Employees respond to the questionnaire and it was found that they are satisfied with the appraisal method followed in the company.

The management is providing fair promotion policies to the employees and also continuously striving towards improving the quality of work life of its employees. The employees working in this company are satisfied. Employees get a good opportunity in achieving their own goals along with the company's goals.

As the appraisal system is properly executed in the company, the employees and the top management get a chance of good communication. Due to all these activities maximum number of employees at SUNRISE BRAND RIGID Limited expressed their satisfaction levels regarding performance app

## **FINDINGS**

It is found that the current appraisal system adopted in the company is employee self-review.

Most of the employees reported that the potential areas for the scope of improvement are the appraisal system being transparent and free bias, also it gives an idea of what is expected from the employees.

It is found that the organisation also helps the employees in achieving their own goals. It is reported by major respondents that the appraisal system brings out the training needs of the employees and helps in polishing their skills. Most of the respondents are satisfied with the current appraisal system adopted by the organisation.

Majority of respondents stated that the communication and motivation of employees by their superiors in this organization is fair.

It is reported that the respondents receive feedback. Regarding their work.

70% of the respondents stated that the performance appraisal affects the working efficiency of employees. As per the study conducted appraisal system gives an idea of what the organisation expects from the employees. It is clearly stated that the appraisal system is properly executed in the organisation.

It is found that most of the employees act upon the results of their performance after the appraisal. Most of the respondents reported that the appraisal gives an insight regarding their strength and weakness.

## **LIMITATIONS OF THE STUDY**

Time was the major constraint as the mentioned period was not enough to collect the data in detail.

The methods used in this project are random sampling method and results obtained may not be accurate and believable.

The analysis is purely based on closed end questions and due to their deliberate manipulation, important information may be lost and even barriers of communication would cause a limitation.

Since all employees in the organisation cannot be covered for the analysis, only sample of 50 employees are taken into consideration.

Most of the respondents are busy with their work schedule.

Most of employees are not willing to give their apt views regarding the appraisal procedure in the organisation.

## **Bibliography**

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## **Questionnaires**

**1) Age group of Employees**

**a) 20-25**

**b) 26-30**

**C) 31-35**

**d) 36-40**

**d) 40 +**

**2. Do you believe that while evaluating a performance all of the factors that aid or imp performance are taken into account off .**

**a) Yes**

**b) No**

**3. . Do you believe that while evaluating a performance management system can assist you in setting and achieving relevant objectives**

**a) Yes**

**b) No**

**4. How much do you satisfied with the existing performance management system performance appraisal system**

**a) Highly dissatisfied**

**b) Dissatisfied**

**c) Satisfied**

**e) Highly satisfied**

**5. You think your excellence in performance and achievements of result are rewarded in time**

**a) Strongly agree**

**b) Agree**

**c) Neutral**

**d) Disagree**

**6. Can you agree your performance has significantly impact on your salary**

**a) Strongly agree**

**b) Agree**

**c) Neutral**

**d) Strongly Disagree**

**7. Does the promotions are strictly based on performance management system**

a) Yes

b) No

**8. Whether your senior management encourage your ideas and innovation at the work place**

a) Yes

b)No

**9. How does the organizations discover prospective leader and top performers**

a) On basis of performance

b) On basis of Experience

c) on basis of skill and creativity

d) other a

**10. Would recognition given high performer helps in motivating the employees**

a) Yes

b) No

c) Some how

d) Can't say

**11. Are you superiors assist you at the time of your need**

a) Yes

b) No

**12. Are you satisfied with the appraisal system**

a) 1

b) 2

c) 3

d) 4

e) 5

**13. Do you expect any salary increment after appraisal**

a) Yes

c) No

**14. How would you rate the level of job security and stability in your organization ?**

- a) Very Secure**
- b) Somewhat secure**
- c) Neutral**
- d) Insecure**

**15. How would you rate the work environment and office culture in your organization ?**

- a) Excellent**
- b) Good**
- c) Average**
- d) poor**

**16. Do you get leave when you needed**

- a) Yes**
- b) No**

**17. Is your pay rate enough to keep you from taking a second job**

- a) Yes**
- b) No**