A Study on Employee Performance Appraisal Towards RK Hospital Reference To Thanjavur

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I. INTRODUCTION

Performance appraisal is a well throughout of an individual employee with respect to his/her performance on the job and his possibility of development. Performance is carrying out the work trusted by the employer directly or through his agents the management excepts all of them to (do/complete) the specified work for the payment it makes. Once whether the work is trusted to an individual has done the work trusted to him in the way. In the process the individual prepared him to take up higher responsibilities. (Usually/in a common and regular way), it is measured by a third party or the immediate higher ups.This method of measuring the work is called appraisal. Unless the work is carried out in the proper way, and management will lose the individual will not learn anything by carrying out of his work. It is a formal exercise in a recorded/supported from in which the organization makes on (process of figuring out the worth, amount, or quality of something) of its worker in terms of their (work that's done) made towards accomplishing ot gaining with effort organizational goals. it also out the worth, amount, or quality of their personal strength or weakness in terms of attributes and behavior showed for meeting whatever goals the organization may think about clearly connected.

II. RESEARCH METHODOLOGY

Research ways of doing things is a way to in and organized way solve the research problem it refers not to the research methods but also the logic behind the methods use in the research study why only particular methods used why certain methods and ways of doing things are not used and so on. Why a research study has been defined, what data has been collected, what method has been adopted and a host of similar questions are usually answered when it is comes to research ways of doing things.

RESEARCH DESIGN:

Research design is the basic plan, which guides the collection of related information in a way that's close to truth and money based for the goals for the objectives set up for the project the research design can be classified two types
Namely

- Descriptive research
- Conclusive research

This study is more explanatory in nature, which defines as a research design to plan educated guess potential (related to) possible problems and opportunities present in the decent situation. This study helps to exact the almost defined problem and gives a different way of seeing things (related to) the different (things that changes). More than that, this study establishes (things that are the most important), gain (way of seeing things), identifies different solutions and gather information. In this study of employee's performance judgment. The association of different (things that change) is also decide to some extent here.
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- Type of Research
- Title of research
- Area of research
- Period of research
- Sampling techniques
- Data collection methods
- Tools used for analysis
- Problem Statement
- Limitations on the study

SAMPLING DESIGN

Sample design is deciding the sample units, selecting the sample items and deciding the sample size and guess (a number) the universe (typically and expected) from sample data here the (person who works to find information) took 50 customers as sample people who responded of the study.

Data Collection Methods:

PRIMARY DATA

Most important data are believed as the first hand information collected from the people who responded.

The most important data is collected by structured questionnaire.

SECONDARY DATA

The secondary data are collected from the books, magazines, and internet.

Title of the research:

The selected title of the study deal as "A STUDY ON EMPLOYEE PERFORMANCE APPRAISAL TOWARDS RK HOSPITAL REFERENCE TO THANJAVUR"

Area of research:

The study is conducted in Thanjavur city.

Period of research:

The data was collected in the .date of 24/02/2020 to 03/03/2020

Sampling techniques:

Sample size for the study was selected on the basis of simple random sampling method, 50 employeeare randomly selected as sample from different places of Thanjavur City.

Questionnaire Design:

Questionnaire contains Demographic and socio economic profile of the respondents, various attributes & factors related to product awareness is used in the Questionnaire, some open ended, close ended& rating questions were used to know awareness level of consumers.

Tools used for analysis:

This part of study is mainly focused on verifying main objective of the study. Researcher used SIMPLE PERCENTAGE ANALYSIS using charts and tables, CHI SQUARE, CORRELATION and ONE WAY ANOVA as statistical tool for analysis of data.

C. Chi Square

Hypothesis:
Null hypothesis:

There is no relationship between age and thegender respondent's perception towards to enhance 'performance appraisal'

Calculated value of x2 = 6.96
Degree of freedom = (R - 1) x (C – 1) =(3-1)*(2-1) = 2
The table value of $\chi 2$ for 4 degree of freedom at 5 per cent level of significance is2.23
Conclusion:
Calculated value of chi squire is more than the table value, so the null hypothesis is rejected..

D. ANOVA

Hypothesis:
Null hypothesis:
There is no significant ANOVA between education qualification and performance appraisal training and needs of the hospital.
Conclusion:
calculated F value is 41.84 and F critical value 37.84 so calculated value is more than the table value so Null is rejected .

E.CORRELATION:

Calculation value is 0.1874and so I concluded that there is no significant correlation between Ratestatement andperformance appraisal rewardfor progress of the hospital.

III. FINDINGS

- 62% of respondents belongs to the female class.
- 70% of the respondents are in the age of 21 to 31 yrs.
- 56% of the respondents are UG holders
- 56% of the respondents are unmarried
- 74% of respondents are in the other section, 16% of the respondents are in accounts 6% of the respondents are in the department of billing section 7% of the respondents belongs to human resources sections. The respondents were chosen from different departments of the organization.
- 62% of the respondents are having 1 to 5 years of experience.
- 72% of the respondents are visits foreign countries.
- 44% of the respondents are come under the 10,000-15,000 income category.
- 82% of the respondents are carried their appraisal in every 12 month.
- 48% of the respondents are neutral for performance appraisal system is needed in organization.

- 56% percentage of the respondents are having strongly agree the performance of employee is assessed by HR manager.
- 36% of the respondents are neutral the hospital name gives you enough recognition for work that's well done.
- 64% of the respondents are agree the performance rating helps to fix increment.
- 52% respondents are agree the promotion is purely based on employee performance appraisal.
- 52% respondents are agree the organization provide as much as ongoing training as you need to perform your task.
- 74% percentage of the respondents are the performance appraisal data effectively used to upgrade the skills and knowledge.
- 62% of the respondents are helps to identify the strength and weakness of an employee.
- 42% of the respondents are disagree the feel that your job is secured.
- 34% of the respondents are neutral the mission of your company makes you feel your job is important.
- 52% of the respondents are having neutral the workload is reasonable.
- 90% of the respondents are normal the working environment.
- 42% of the respondents are decision from the top official for the performance reward of the employee.
- 54% of the respondents are improve performance for the reward and recognition.
- 46% of the respondents are having increment of salary the recommendation of performance appraisal is used.
- 84% of the respondent are share their problem with friends.
- 56% respondents are assessment and development centers the techniques that are used in your organization for assessing performance.
- 58% of the respondents are 3 or more the meeting are scheduled in a year to discuss employee performance.
- 72% of the respondents are lack of communication by superiors the causes for failure of performance appraisal system.

IV. SUGGESTIONS

- The satisfaction level regarding the present system of performance appraisal is high but it can still be improved to make them completely satisfied.
- Many of the respondents are cannot be openly sharing their opinion about the appraisal system.so it may give negative or positive opinion.
- The manager should share with the subordinates both expectation and disappointment on day to day basis.
- Hospital should put more effort to motivate their employees.
- Hospital should provide proper training and communication skills to the employees.
- Appraisal assessment and feedback system must be transparent and introduced throughout the organization.

V. CONCLUSION

Performance appraisal should not be perceived just as a regular activity but its importance should be recognized and communicated down the line to all the employees. It should bring more clarity to the goal and vision of the organization and provide more empowerment to the employees. New methods of appraisal should be adopted so that both appraiser and the appraise take interest in the appraisal process. The employees who have excellent performance should be used as a mentor for other employees who would motivate others to perform better.

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