

# A Study On Performance Management System On Employee Productivity At Aviram Knitters In Tirupur

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**Abstract-** Human resources are the most valuable asset of any organization, and their performance plays a vital role in achieving organizational success. A Performance Management System (PMS) helps organizations plan, monitor, and evaluate employee performance while providing feedback and motivation to improve productivity. This study focuses on examining the effectiveness of the performance management system and its influence on employee productivity at Aviram Knitters in Tirupur.

The study analyses employees' perceptions of the existing performance evaluation process and how it contributes to their work efficiency and motivation. Data were collected from employees using a structured questionnaire and analysed using appropriate tools. The findings help identify the strengths and weaknesses of the current system and provide suggestions to improve the performance management practices for enhancing employee productivity and organizational performance.

## I. INTRODUCTION

Human resources are the most valuable asset of any organization, and their performance directly influences organizational success. A Performance Management System (PMS) helps organizations plan, monitor, and evaluate employee performance to ensure alignment with organizational goals. An effective PMS provides feedback, identifies training needs, and motivates employees to improve productivity. In industries like the garment sector in Tirupur, employee productivity is essential for maintaining production efficiency and product quality. This study examines the PMS at Aviram Knitters and its impact on employee productivity.

## STATEMENT OF PROBLEM

Employee productivity is essential for the success of any organization. Performance Management Systems help evaluate employee performance, provide feedback, and motivate employees to achieve organizational goals. However, if the system is not implemented properly, it may reduce employee motivation and efficiency. Therefore, this study

examines the effectiveness of the system at Aviram Knitters in Tirupur and its impact on employee productivity.

## OBJECTIVES

- To study the Performance Management System used in the Aviram Knitters company.
- To understand how the Performance Management System affects employee productivity.
- To measure employee satisfaction with the current performance appraisal process.

## II. REVIEW OF LITERTURE

**Sharma (2026):“Role of Performance Management Systems in Improving Employee Productivity”** conducted a study on the role of performance management systems in improving employee productivity in manufacturing organizations. The study emphasized that PMS helps align employee goals with organizational objectives and improves motivation through regular performance evaluation and feedback. It concluded that a well-structured PMS increases employee efficiency and organizational success.

**Kumar and Patel (2026):“Performance Appraisal Systems and Employee Productivity”** examined the relationship between performance appraisal systems and employee productivity in industrial organizations. The research found that clear performance standards, transparent appraisal methods, and proper feedback positively influence employee motivation. The study concluded that effective PMS significantly improves productivity.

**Singh (2025):“Impact of Modern Performance Management Practices on Employee Productivity”** analysed the impact of modern performance management practices on employee productivity in manufacturing industries. The study revealed that PMS improves communication between employees and supervisors and helps identify training needs. It concluded that performance-based incentives and clear expectations increase employee satisfaction and productivity.

**Nurlaela Kumala Dewi (2025):**“Performance Management Systems and Employee Productivity” examined the relationship between PMS and employee productivity. The study found that goal setting, continuous feedback, and recognition motivate employees and improve job satisfaction. It concluded that structured PMS helps organizations maintain productivity and employee engagement.

**Soumen Sarkar and R. Vijaya Lakshmi (2025):**“Effectiveness of Performance Management Systems in Manufacturing Industries” studied the effectiveness of PMS in manufacturing industries. The research highlighted the importance of training programs, leadership support, and technology-based performance monitoring. The study concluded that an effective PMS improves employee performance, productivity, and organizational growth.

**III. RESEARCH METHODOLOGY**

The research design used for this study is descriptive research design. Descriptive research helps in describing the characteristics of a particular phenomenon or situation.

**Primary Data**

- Structured questionnaires
- Personal interviews
- Informal discussions with employees

**Secondary Data**

- Company records and reports
- Books related to human resource management
- Academic journals and research papers
- Company websites
- Online articles and publications

**Tools**

The collected data is analyzed using simple statistical techniques such as:

- Percentage analysis
- Chi- Square
- Correlation

These tools help in presenting the data in a clear and understandable manner.

**IV. DATA INTERPRETATION AND ANALYSIS**

**PERCENTAGE ANALYSIS**

Percentage analysis describes the demographic characteristics and behavioural patterns of 159 respondents.

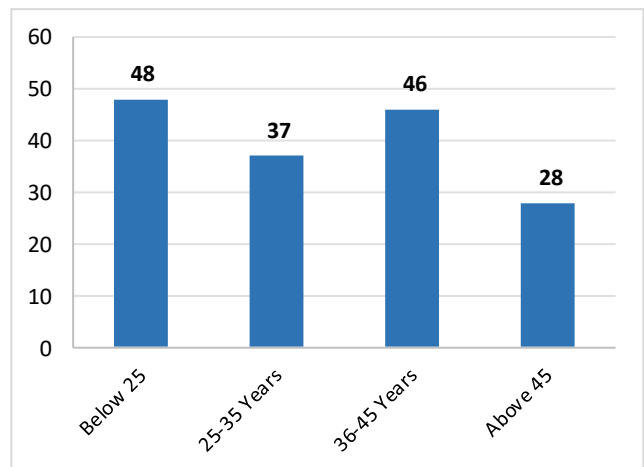
Category	No. of Respondents	Percentage%
Below 25 Years	48	30.2
25-35 Years	37	23.3
36-45 Years	46	28.9
Above 45 Years	28	17.6
<b>Total</b>	<b>159</b>	<b>100.0</b>

**SOURCE:** Primary Data

**Interpretation:**

The largest age group is 'Below 25 Years' with 48 respondents (30.2%), indicating a young workforce. '36-45 Years' is the second largest group (46, 28.9%). This distribution suggests the organisation employs both fresh entrants and experienced mid-career professionals.

**CHART SHOWING AGE OF THE RESPONDENTS**



**MOTIVATION LEVEL DUE TO PERFORMANCE TARGETS**

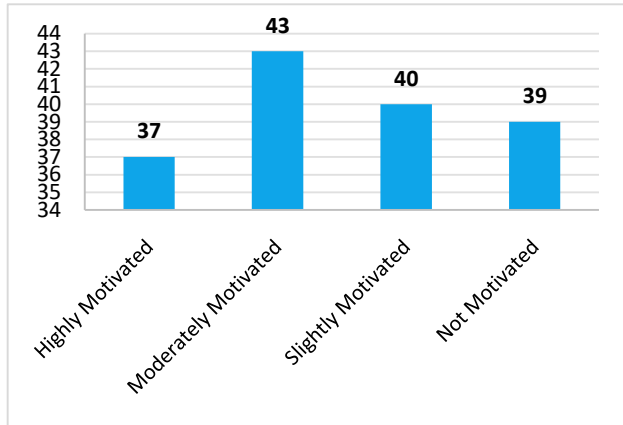
Category	No. of Respondents	Percentage (%)
Highly Motivated	37	23.3
Moderately Motivated	43	27.0
Slightly Motivated	40	25.2
Not Motivated	39	24.5
<b>Total</b>	<b>159</b>	<b>100.0</b>

Source: Primary Data

**Interpretation:**

Motivation levels are distributed almost equally across all four categories. 'Moderately Motivated' is the most common response (27.0%), while a significant 24.5% report being 'Not Motivated' by performance targets. This near-equal distribution signals that the current PMS does not sufficiently differentiate and drive employee motivation.

**CHARTSHOWINGMOTIVATION LEVEL DUE TO PERFORMANCE TARGETS**



**CONTRIBUTION OF PMS TO CAREER GROWTH**

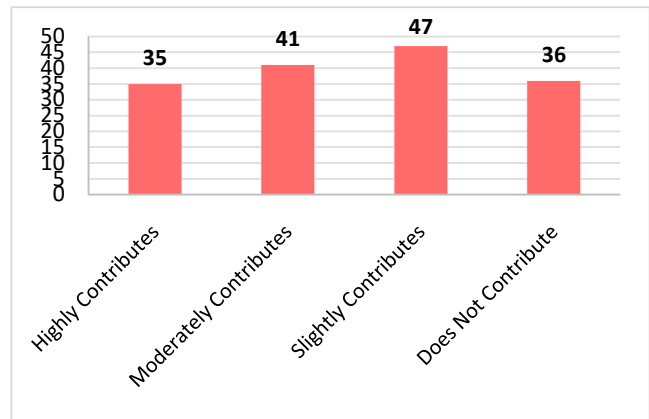
Category	No. of Respondents	Percentage (%)
Highly Contributes	35	22.0
Moderately Contributes	41	25.8
Slightly Contributes	47	29.6
Does Not Contribute	36	22.6
<b>Total</b>	<b>159</b>	<b>100.0</b>

Source: Primary Data

**Interpretation:**

The majority perceive limited career growth contribution: 47 respondents (29.6%) say the PMS 'Slightly Contributes' and 36 (22.6%) say it 'Does Not Contribute'. Only 22.0% report 'Highly Contributes'. Strengthening the developmental and career planning component of the PMS is critical.

**CHART SHOWING CONTRIBUTION OF PMS TO CAREER GROWTH**



**V. CONCLUSION**

The study examined the relationship between the Performance Management System and employee productivity at Aviram Knitters, Tirupur. The analysis shows that an effective PMS significantly improves employee productivity through clear goals, fair appraisal, regular reviews, training, and incentives. The findings indicate that proper implementation of PMS motivates employees and enhances their performance. Therefore, a well-structured and transparent performance management system is essential for improving productivity and supporting long-term organizational growth.

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