

**PROJECT REPORT ON**  
**“A STUDY ON IMPACT OF PERFORMANCE APPRAISAL ON EMPLOYEE**  
**PERFORMANCE AT KONKAN SPECIALITY POLYPRODUCTS PRIVATE LIMITED,**  
**BAIKAMPADY, MANGALORE”**

**SUBMITTED BY**

**HITHESH**

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**Submitted to**



**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI**

**In partial fulfillment of the requirements for the award of the degree of**

**MASTER OF BUSINESS ADMINISTRATION**

**Under the guidance of**

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**ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY**

**SHOBHAVANA CAMPUS, MIJAR, MOOBBIDRI**

**September-2024**

**KONKAN  
SPECIALITY  
POLYPRODUCTS  
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**CERTIFICATE**

This is to certify that Mr. Hithesh (Reg No: 4AL22BA031), 2<sup>nd</sup> MBA student of Alva's Institute of Engg. & Technology , Mijar, has undergone Project in our company on the title "A Study On Impact Of Performance Appraisal On Employee Performance At Konkan Speciality Polyproducts Private Limited, Baikampady, Mangalore" during as a partial fulfillment of degree in MBA Program from April 23<sup>rd</sup> 2024 to June 06<sup>th</sup> 2024.

During this period we found him sincere, hard working and he bears a good moral conduct. We wish him all the very best for his future endeavors.

**For KONKAN SPECIALITY POLYPRODUCTS PVT.LTD.**



**AUTHORIZED SIGNATORY**



# ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

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Affiliated to Visvesvaraya Technological University, Belagavi

Approved by AICTE, New Delhi & Recognised by Government of Karnataka

Accredited by NBA (CSE & ECE)

Date: 09/09/2024

## CERTIFICATE

This is to certify that **HITESH** bearing **USN 4AL22BA031**, is a bonafide student of the Master of Business Administration course of Alva's Institute of Engineering and Technology, Moodbidri, for the batch 2022-2024, affiliated to Visvesvaraya Technological University, Belagavi. The Project report on "**A Study on Impact of Performance Appraisal On Employee Performance At Konkan Specialty Polyproducts Private Limited, Baikampady, Mangalore**", is prepared by him under the guidance of Mrs. Amritha Kumar K P, Assistant Professor, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi Karnataka.

Signature of Internal Guide

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### Declaration

I, Hithesh, USN: 4AL22BA031, hereby declare that the Project report titled **"A study on Impact of Performance Appraisal on Employee Performance at Konkan Specialty Polyproducts Private Liymited, Baikampady, Mangalore"** prepared by me under the guidance of Mrs. Amritha Kumar KP, Assistant Professor, PG Dept. of Business Administration, Alva's Institute of Engineering and Technology, and Mr. Gautham Chowta HR manager of Konkan Specialty Polyproducts Private Liymited, Baikampady, Mangalore.

I also declare that this Project work is towards the partial fulfillment of the university regulations for the award of the degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi.

I have undergone a summer project for a period of six weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other university/institution.

Place: *Mirjapur*  
Date: *23/09/2024*

  
Signature of the Student

## **ACKNOWLEDGEMENT**

I am happy to take this opportunity to extend my sincere thanks to all those who have supported me, directly and indirectly in completing this project work meaningfully

I would like to thank my external guide Sahana hedge HR, Cygnus solution Pvt Ltd, Mangalore for their encouragement, suggestion and support throughout the duration of my project.

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My thanks to my internal guide Mrs. Amritha Kumar KP, Assistant Professor, PG Department of Business Administration, for her feedback and suggestion which have greatly help me in completing this project.

Finally, my gratitude to each and everyone who have been associated with my project.

With sincere regards,

Hithesh

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## **EXECUTIVE SUMMARY:**

This project report, titled “The Effect of Performance Appraisal on Employee Performance at Konkan Specialty Polyproducts Private Limited,” explores the impact of performance appraisal systems on employee motivation, job satisfaction, and productivity. Conducted over six weeks, the research examines the appraisal process to identify strengths and areas for improvement that can enhance employee engagement and overall organizational effectiveness.

The report is divided into five sections. The first introduces Konkan Specialty Polyproducts, detailing the company’s operations, culture, and competitive environment, and includes a SWOT analysis to evaluate its performance appraisal practices. The second section reviews the historical development of performance appraisal systems and highlights a research gap in understanding their specific effects on employee performance within the company.

In the third section, the problem statement, research objectives, and methodology are outlined, focusing on how performance appraisals influence employee motivation and satisfaction. A mixed-methods approach, incorporating both surveys and interviews, was used to gather data. The fourth section presents a detailed analysis of this data, revealing that 90% of employees view the appraisal process positively, particularly valuing structured feedback and evaluation mechanisms.

The final section offers recommendations to improve the performance appraisal system, including addressing biases, increasing the frequency of evaluations, and promoting continuous employee development. These suggestions aim to enhance job satisfaction and contribute to the company’s success.