

**PROJECT REPORT ON**  
**“A STUDY ON EFFECTIVENESS OF PERFORMANCE APPRAISAL AND ITS**  
**IMPACT ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO**  
**VLINKIN PROFESSIONAL LLP COMPANY, MYSORE”**

**Submitted by**

**Pooja K S**  
**4AL22BA054**

**Submitted to**



**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAVI**

**In the partial fulfilment of the requirements for the award of the degree of**  
**MASTER OF BUSINESS ADMINISTRATION**

**Under the guidance of**

**INTERNAL GUIDE**

**Mr. Johnson Fernandes**  
**Assistant Professor**  
**AIET, Mijar**

**EXTERNAL GUIDE**

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**HR Manager**  
**Mysore**



**PG DEPARTMENT OF BUSINESS ADMINISTRATION**  
**ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY**  
**Shobhavana Campus, Mijar, Moodbidri**  
**September 2024**

## VLINKIN PROFESSIONALS LLP



### CERTIFICATE OF APPRECIATION

DATE: 06-06-2024

This is to certify that Ms. **Pooja K S**, USN NO: **4AL22BA054** of 2<sup>nd</sup> year MBA student of Alva's Institute of Engineering and Technology college, Mijar, Moodbidri-574225 has Successfully Completed her Project from 23-04-2024 to 06-06-2024 on the Topic "**A study on effectiveness of Performance Appraisal and its impact on employee performance.**" At Mysuru.

During the Project Work all the necessary details were provided from our side for the project we wish her the very best in all future endeavors.

Regards,

Ashwini  
Head-Global Operation  
Vlinkin Professionals LLP



# ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

(A Unit of Alva's Education Foundation @ Moodbidri)

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 **Pooja KS** bearing USN **4AL22BA054**, is a bonafide student of 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 Effectiveness of performance appraisal and its impact on employee performance with special reference to V Linkin professional LLP company, Mysore**", is prepared by her under the guidance of **Johnson Fernandes**, 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

Signature of HOD

Signature of Principal

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Viva – Voce Examination

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## DECLARATION

I Pooja K S (4AL22BA054) hereby declare that the Project report entitled "**A STUDY ON EFFECTIVENESS OF PERFORMANCE APPRAISAL AND ITS IMPACT ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO VLINKIN PROFESSIONAL LLP COMPANY, MYSORE**" prepared by me under the guidance of Mr. Johnson Fernandes Asst professor, faculty of M.B.A Department, Alva's Institute of Engineering and Technology, Mijar. and external assistance by MS. RACHANA, HR manager, V Linkin professional LLP Company. I also declare that this Project work is towards the partial fulfilment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi. I have undergone a summer project for a period of 6 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: Mijar

Date: 19/09/2024

  
Signature of the Student

## **ACKNOWLEDGEMENT**

It was my privilege to undergo the company study at Vlinkin Professional LLP. There are many people who have helped me to complete this study successfully. It is with the gratitude that I acknowledge the help, which guided my efforts with success.

It is my foremost duty to express my wholehearted thanks to my guide Mr. Johnson Fernandes for the valuable guidance, support and motivation during the course of this study. The inspiration provided by my guide at every stage of my work has helped me immensely in completion of this organization study and preparation of this report. I am also very thankful to Alva's institute of engineering and technology and faculties of the MBA department for their co-operation.

My profound thanks to Ms. Rachana who took interest in explaining concepts and imparting necessary inputs pertaining to the organization study, without which it would not have been possible for me to complete this work. I am also very thankful to other executives and staff of the company for their cooperation.

Place: Mijar

POOJA KS

Date: 19/09//2024

4AL22BA054

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## **EXECUTIVE SUMMARY**

This study is conducted on “Effectiveness of performance appraisal and its impact on employee performance with special reference to Vlinkin professional LLP company, Mysore”. This project reports provides the general information about performance appraisal methods and how it impacts on employee performance.

The study was conducted for the period of 6 Weeks. The main objectives of this study are to understand the effectiveness of performance appraisal system adopted by the organisation and its impact on employee performance. In the first chapter explains that details about the company introduction and vision mission and SWOT analysis of the company In the second chapter explains that details about conceptual background of the study and literature review.

The 3<sup>rd</sup> chapter explain about statement of the problems, Need for the study, Objectives, scope of the study, research methodology, hypotheses, limitation, chapter scheme. In the 4<sup>th</sup> chapter explains the details about analysis and graphical representation, the data collected from the sample population choose from the company. The chapter 5 about findings, suggestion and conclusion of the project. In the end bibliography and annexures are attached relating to the project

The organisation uses the modern and sometime traditional techniques which might be more effective for the performance appraisal system. If the employees take the suggested measures in to the consideration it helps the employee individual to increase the success of performance evaluation system and also the improvement of the organisation in the constructive and healthy way.