

PROJECT REPORT ON  
“A STUDY ON IMPACT OF PERFORMANCE APPRAISAL ON EMPLOYEE  
PERFORMANCE WITH SPECIAL REFERENCE TO MANDОВI MOTORS  
BCROAD, MANGALORE”

Submitted by  
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Submitted to



**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI**

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

Under the guidance

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PG Department of Business Administration

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

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Ref: BCR&MANG/HR/5139/2024-25  
31 August 2024

**TO WHOM SO EVER IT MAY CONCERN**

This is to certify that Mr.Sathyajit H Rao (USN No, 4AL22BA085) studying 2nd year MBA in ALVAS's Institute of Engineering & Technology, Mijar, Moodbidri, DK - 574242 has undergone Project work on "A STUDY ON IMPACT OF PERFORMANCE APPRAISAL ON EMPLOYEE PERFORMANCE" with reference to Mandovi Motors Pvt Ltd BC Road & Manglore from 23rd April 2024 to 8th June 2024.

During the tenure we found him to be sincere, hardworking, and efficient with good Conduct and aptitude to gain knowledge.

We wish him all the success in his future career.





# 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 **Sathyajit H Rao** bearing USN 4AL22BA085, 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 impact of performance appraisal on employee performance with special reference to Mandovi Motors BC Road, Mangalore"** is prepared by him under the guidance of Mrs. Amritha Kumar KP, 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]* 09/09/24

Signature of Internal Guide

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(Name & Affiliation)

Signature of External Examiner

(Name & Affiliation)

## DECLARATION

I, Sathyajit H Rao, hereby declare that the Project report entitled "**A Study on Impact of Performance Appraisal on Employee Performance**" with special reference to Mandovi Motors, B.C Road, Mangalore prepared by me under the guidance of Mrs. Amritha Kumar K P, faculty of MBA Department, Alva's Institute of Engineering and Technology and external assistance by Mr. Varun Acharya, HR. I also declare that this Project work is towards the partial fulfillment 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 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 University / Institution.

Place: *Mijar*

Date: *9/9/2024*



Signature of the Student

Sathyajit H Rao

(4AL22BA085)

## ACKNOWLEDGEMENT

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## **EXECUTIVE SUMMARY**

This project report, titled “Impact of Performance Appraisal on Employee Performance at Mandovi Motors, Mangalore,” focuses on the employer-employee relationship within the organization and its role in shaping employee growth and performance. The report examines how various factors driven by the employer influence overall employee performance in the company.

The study, conducted over a six-week period, utilized random sampling with a sample size of 100 participants. The Chi-square test was applied as the statistical tool to analyze the collected data.

The report is organized into five chapters. The first chapter presents an introduction, alongside a detailed industry and company profile. This includes information about the company’s promoters, vision, mission, quality policy, products and services, operational areas, infrastructure, competitor analysis, SWOT analysis, and financial statements.

The second chapter delves into the theoretical framework of the study, along with a comprehensive review of existing literature, highlighting gaps in prior research.

The third chapter outlines key aspects such as the statement of the problem, the necessity of the study, its objectives, scope, research methodology, hypotheses, limitations, and the overall chapter structure.

The fourth chapter is dedicated to data analysis and interpretation, featuring relevant tables and graphs based on the results of statistical tools used.

Finally, the fifth chapter provides a summary of findings, conclusions, and recommendations. The findings indicate that the employer-employee relationship significantly influences employee performance at Mandovi Motors, with a notably positive impact on their overall performance.