

A study on
EFFECTIVENESS OF PERFORMANCE APPRAISAL SYSTEM

With special reference to
BHARATH AUTO CARS PVT LTD, MANGALORE

By
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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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Johnson Fernandes

Asst Professor

Department of MBA

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EXTERNAL GUIDE

Poonam Suvarna

Sr. Hr Executive

Bharath Auto Cars Pvt Ltd

Managalore, Karnataka.



DEPARTMENT OF BUSINESS ADMINISTRATION

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DATE: 20/02/2020

TO WHOM SO EVER IT MAY CONCERN

This is to certify that **Mr. Prakyath Shetty N, USN: 4AL18MBA50**, Final year **MBA** student of **Alva's Institute of Engineering and Technology Moodbidri** has undertaken a six week project in our company on, **"A Study on Performance Appraisal System with special reference to Bharath Auto Cars Pvt Ltd"**.

During the tenure, he was found to be hardworking, sincere and honest. I wish him all the luck and success in his future endeavors.

For Bharath Auto Cars Pvt. Ltd


Poonam Suvarna
Sr. HR Executive

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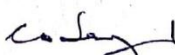
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24 June 2020


CERTIFICATE

This is to certify that, **PRAKYATH SHETTY N** bearing USN **4AL18MBA50**, is a bonafide student of PG Department of Business Administration of Alva's Institute of Engineering and Technology, Mijar, affiliated to Visvesvaraya Technological University, Belagavi. The project report titled "**A STUDY ON EFFECTIVENESS OF PERFORMANCE APPRAISAL SYSTEM WITH SPECIAL REFERENCE TO BHARATH AUTO CARS PVT. LTD., MANGALORE**", is prepared by him under the guidance of Johnson Fernandes, Assistant Professor, PG Department of Business Administration in partial fulfillment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belagavi, Karnataka.


Johnson Fernandes
Signature of Internal Guide


Dr. Claret Mendonca
Signature of HOD

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Dr. Peter Fernandes
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DECLARATION

I, **Prakyath Shetty N**, hereby declare that the Project report entitled “**A STUDY ON EFFECTIVENESS OF PERFORMANCE APPRAISAL SYSTEM**” with reference to “**BHARATH AUTO CARS PVT LTD, MANGALORE**” prepared by me under the guidance of Johnson Fernandes, faculty of M.B.A Department, ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY and external assistance by Poonam Suvarna Sr. Hr Executive. 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, Belgaum. 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: Mijar, Moodbidri

Date: 24/06/2020


PRAKYATH SHETTY N
(4AL18MBA50)

ACKNOWLEDGEMENT

My heartfelt gratitude to the Dean Dr Claret Mendonca, Department of Business Administration and Alva's Institute of Engineering and Technology, Moodbidri for providing me an opportunity to complete the study.

Besides any noble work, there must be some force and inspiration, likewise preparation of this project report was not an easy task for me. I needed ample and distinguishable guidance from well - known persons, who are much more related in this area. In this context I express my deep sense of gratitude to Poonam Suvarna Sr. Hr Executive Bharath Auto Cars Pvt Ltd, Mangalore for giving me permission to do project in that company and also their valuable guidance and information provided to me during my study period. I thank all staff members who readily respond to my queries and helped me to finish my project successfully.

Thank you

TABLE OF CONTENTS

CHAPTER	CONTENT	PAGE NO:
EXECUTIVE SUMMARY		
CHAPTER-1	INTRODUCTION, INDUSTRY AND COMPANY PROFILE	1-12
CHAPTER-2	CONCEPTUAL BACKGROUND & LITERATURE RIVIEW	13-15
CHAPTER-3	RESEARCH DESIGN	16-17
CHAPTER-4	DATA ANALYSIS AND INTERPRETATION	18-48
CHAPTER-5	FINDINGS, SUGGESTIONS & CONCLUSION	49-52
BIBLIOGRAPHY		
ANNEXURE		

LIST OF TABLES

TABLE NO	PARTICULARS	PAGE NO
4.1	Age	19
4.2	Gender	20
4.3	Department	21
4.4	Experience	22
4.5	Qualification	23
4.6	Necessity to organization	24
4.7	Increase efficiency	25
4.8	Improve productivity and profitability	26
4.9	Grievance occurrence	27
4.10	Superior support to solve the problem	28
4.11	Satisfaction regarding the performance appraisal system	29
4.12	Improving personal skill	30
4.13	Help to identify the strengths and weakness	31
4.14	Helps in employee counselling	32
4.15	Confidentiality regarding performance appraisal system	33
4.16	Reward management based on performance	34
4.17	Co-operation in conduction performance appraisal	35
4.18	Expectation for recognition	36
4.19	Awareness regarding objectives of performance appraisal system	37
4.20	Improvement present in performance appraisal system	38
4.21	Bias in appraisal	39

4.22	Improve motivation and job satisfaction	40
4.23	Change in behaviour of employees	41
4.24	Comparison of performance	42
4.25	Transfer, demotion, suspension and dismissal based on performance appraisal	43
4.26	Target achievements	44
4.27	Training programme after appraisal system	45
4.28	Clear understanding of expectation of superior	46
4.29	Self-appraisal system have been achieved	47
4.30	Frequent performance appraisal system	48

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EXECUTIVE SUMMARY

Managing human resources in today's dynamic environment is becoming more and more complex as well as important. Recognition people as a valuable resource in the organization has led to increases trends in employee maintenance, job security etc. My research project deals with "performance appraisal system as carried out at Bharath Auto Car Pvt. Ltd". In this report I have studied and evaluated the performance appraisal processes as it is carried out in the company.

The first section of my report deals with introduction, industry profile, company profile, vision mission and quality policy, products/service profile, area of operation infrastructure facilities, competitors information, swot analysis, financial statement etc.

The second section deals with conceptual background and literature review

The third section of my report deals with a statement of problem, need for the study, objectives, scope of the study, research methodology, limitations chapter scheme etc.

The forth section of my report, I have conducted a research study to evaluate the process of performance appraisal at Bharath Auto Car; this section also contains tabulation analysis and interpretation.

The fifth section deals with key finding, while understanding the study in the company by research and also lists down suggestions related to the process. It contains my finding, suggestion and conclusion.

The final section of the project consists of extra information that related to the main contents of reports. This questionnaire on the basis of which the primary data was collected and research study was conducted.