

**PROJECT REPORT ON**  
**“A STUDY ON PERFORMANCE APPRAISAL AND ITS IMPACT ON EMPLOYEE**  
**PERFORMANCE WITH SPECIAL REFERENCE TO JINDAL SAW LTD, BELLARY”**

Submitted By

**MAHALAKSHMEE**

**USN: 4AL19MBA34**

Submitted To



**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM**

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

**MASTER OF BUSINESS ADMINISTRATION**

**Under the guidance of**

**INTERNAL GUIDE**

**EXTERNAL GUIDE**

**MR. JOHNSON FERNANDES**

**MR. B.S. NARASIMHAMURTHY**

**ASSISTANT PROFESSOR**

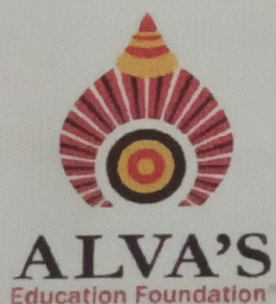
**HR AND ADMIN**

**DEPARTMENT OF MBA**

**JINDAL SAW LIMITED**

**AIET, MIJAR**

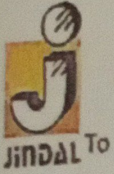
**BELLARY, KARNATAKA**



**PG DEPARTMENT OF BUSINESS ADMINISTRATION**  
**ALVAS INSTITUTE OF ENGINEERING AND TECHNOLOGY**

**2020-21**





**JINDAL SAW LTD.**

To

The Dean,  
Department of Business Administration  
Alva's Institute of Engg. & Technology,  
Moodbidri, MIJAR  
Dakshina Kannada -574225

3<sup>rd</sup> April 2021

Dear Sir,

Sub: Completion of Internship activity from your College Student

Ref: Your letter dated 15<sup>th</sup> February 2021 seeking permission for carrying out Internship Training  
At our Plant Campus.

With reference to the above subject, we wish to inform you that Ms. Mahalakshmee (Reg.No.4AL19MBA34) student of third semester MBA Degree from your college had visited our Plant at Sultanpur village, Sandur Taluk Ballari from February 22<sup>nd</sup> to April 3<sup>rd</sup> 2021 to complete her Industrial Internship Training at our Organization.

She had interacted with the concerned HODs and their Team members and gathered maximum inputs during the Internship Training. During her visit to our Plant we hope that she was able to collect all the required information as per the curriculum to complete the internship project. Her interactions with the co-department executives and seniors were really appreciable and proactive.

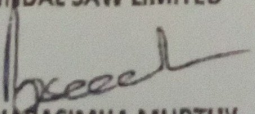
We hope that she must have completed this Internship Training assignment successfully.

We found her more sincere and dedicated from the beginning till the completion of her Project at our organization. We also found her highly disciplined and appreciate her sincerity and dedication towards her assignment and all along she had put her best efforts to complete this project very successfully.

We wish Ms. Mahalakshmee a great success in her future endeavors and bright career ahead !

Thanking you,

Yours faithfully,  
for JINDAL SAW LIMITED

  
B.S. NARASIMHA MURTHY  
HEAD - HR & ADMN





# ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

( Affiliated to Visvesvaraya Technological University, Belagavi

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

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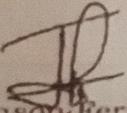
Email : principalaiet08@gmail.com, Web:www.aiet.org.in

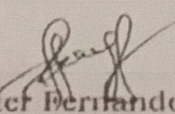
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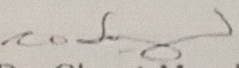
## CERTIFICATE

This is to certify that **MAHALAKSHMEE** bearing USN **4AL19MBA34**, 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 PERFORMANCE APPRAISAL AND ITS IMPACT ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO JINDAL SAW LTD,BELLARY** " is prepared by her under the guidance of Mr. 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.

  
Mr. Johnson Fernandes  
Internal Guide

  
Dr. Peter Fernandes  
Principal  
PRINCIPAL

Alva's Institute of Engg. & Technology,  
Mijar, MOODBIDRI - 574 225, D.K

  
Dr. Claret Mendonca  
HOD

DEAN  
Dept. of Business Administration  
Alva's Institute of Engg. & Technology  
MIJAR - 574 225

Viva-Voce Examination

Date:

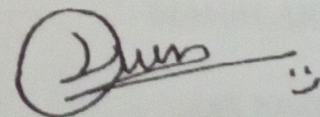
Signature of Internal Examiner  
Name & affiliation

Signature of External Examiner  
Name & affiliation



### DECLARATION

I, **MAHALAKHMEE** Bearing USN No: **4AL19MBA34** Student of Master Business administration(MBA), here by declare that the project report entitled "**A STUDY ON PERFORMANCE APPRAISAL AND ITS IMPACT ON EMPLOYEE PERFORMANCE WITH SPECIAL REFERENCE TO JINDAL SAW LTD, BELLARY**" prepared by me under the guidance of **Mrs. Johnson Fernandes, Assistant Professor**, P G Department of Business Administration, Alva's Institute of Engineering & Technology and external assistance by Mr. B. S Narasimha Murthy, human resource and admin of Jindal Saw Limited. 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, Belgaum. I have undergone a summer project for a period of Six weeks. I further declare that this Project is based on the project undertaken by me and has not been submitted for the award of any degree from any other university /institution



Place- Mijar

Signature of the Student

Date-20-07-2021

4AL19MBA34



## ACKNOWLEDGEMENT

It's my honest duty to acknowledge all who have helped me to complete this project work. It was not possible for me to complete project work if Jindal Saw Limited had not allowed me to do work on the topic. I express deep sense of gratitude to my internal guide Mrs. Johnson Fernandes and external guide Mr. B.S Narasimha Murthy who gave me the permission and support for my project. I would like to express my sincere thanks to Dr Claret Mendonca, the HOD, PG Department of Business Administration for her direction and motivation. I would also like to express my gratitude towards Honorable Principal of our college Dr. Peter Fernandes. My project work and this report was done with my own interest. I finally thank the P G Department of Business Administration and Jindal saw ltd.

MAHALAKSHMEE

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## **EXECUTIVE SUMMARY**

The project includes "A Study on performance Appraisal and Its Impact on Employee Performance with special reference to Jindal Saw Limited, Bellary"

The study mainly aimed at finding the effectiveness of performance appraisal and its impact on employee performance. The study gives clear idea on performance appraisal methods incorporated in the organization.

The report includes 5 chapters which shows as follows:

First chapter includes introduction, industry profile, history, company profile, SWOT analysis, Vision and mission and financial statement of the company.

Second chapter includes conceptual background and literature review

Third chapter includes the research design like statement of the problem, need of the study, objective of the study, scope of the study, Research Methodology, Research Instrument, data collection, sample size, statistical tool, and limitations.

Fourth chapter includes the Interpretation done based on the questionnaire.

Finally, summary of findings, suggestion and conclusions which provides the clear picture of my finding about the study.