

**PROJECT REPORT ON**

**“AN ANALYSIS OF EMPLOYEES PERFORMANCE APPRAISAL AT ZENITH TEXTILES”**

**(A unit of Zenith Exports Ltd,) Nanjangud**

**Submitted by**

**NIREEKSHA JAIN**

**(USN 4AL19MBA40)**

**Submitted to**



**VISVESVARAYA TECHNOLOGICAL UNIVERSITY-BELGAUM**

**In partial Fulfillment of Requirements for the Award of Degree of  
MASTER OF BUSINESS ADMINISTRATION**

**Under the Guidance of**

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Assistant Prof  
Department of MBA  
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**External Guide**

**Mr. Ramesh- HR Manager  
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Nanjangud**



**DEPARTMENT OF BUSINESS ADMINISTRATION  
ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY  
MIJAR, MANGALORE (2019 – 2021)**



## ZENITH TEXTILES

(A Unit of ZENITH EXPORTS LTD.)

No. 13A, 13B, 13C

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NANJANGUD - 571 302

Mysore District, INDIA

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E-mail: info@zenithexports.com

GSTIN: 29AAAC2553659120

CIN: L24298WBB1931PLCO03552

Date:-03/04/2021

### Certificate

This is to certify that **Ms. Nireeksha Jain**, (4AL19MBA40) a student of MBA, at ALAV'S Institute of Engineering and Technology, Moodbidre Karnataka, has done a project work on "**An Analysis of Employees Performance Appraisal**" at Zenith textiles, a unit of Zenith exports Ltd, from 22-02-2021 to 03-04-2021

During this period her conduct and performance were good.

We wish her all the very best in her future endeavors.

For ZENITH TEXTILES

(A Unit of Zenith Exports Ltd)

Manager-HR

Registered Office: 19, R. N. Mukarjee Road, Kolkata, West Bengal - 700 001, India, Ph.: 033-22487071

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AIE/MB/ID/63

20 July 2021

## CERTIFICATE

This is to certify that **NIREEKSHA JAIN** bearing USN **4AL19MBA40**, 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 "**AN ANALYSIS OF EMPLOYEES PERFORMANCE APPRAISAL AT ZENITH TEXTILES, A UNIT OF ZENITH EXPORTS LTD, NANJANGUD**" is prepared by her under the guidance of Mr. Guruprasad Pai B, 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. Guruprasad Pai B  
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Dr. Peter Fernandes  
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DEAN

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Viva-Voce Examination

Date:

Signature of Internal Examiner  
Name & affiliation

Signature of External Examiner  
Name & affiliation



## DECLARATION

I, NIREEKSHA JAIN (USN: 4AL19MBA40) do hereby declare that the Project report entitled: "An Analysis of Employees Performance Appraisal at Zenith Textiles, Nanjangud" prepared by me under the guidance Prof. GURUPRASAD PAI, Faculty of Department of MBA Alva's Institute of technology, Moodbidri and External Assistance by Mr. RAMESH HR Manager and Mr. SHIVAPRASAD, personnel officer, Zenith Textile, Nanjangud.

I also declared that the project report is towards the partial fulfillment of the university regulation for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum.

I have undergone a summer period of six weeks to done this project. 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 from any other university or institution.

Date: 10/5/2021

Place: Mijar



(4AL19MBA40)



## ACKNOWLEDGEMENT

A project report is a golden opportunity for learning new things. I would like to say thanks to all those who help and guided me during my training period.

I would express my sincere and heartfelt thanks to my internal guide **Prof. GURUPRASAD PAI**, Faculty of department of MBA AIET, Moodbidri.

I would express my heartfelt thanks to my external guide **Mr. RAMESH** HR Manager, and **Mr. SHIVAPRASAD** (PO) Zenith Textiles, Nanjangud.

I would like to thank the entire staff in the Zenith Textiles, Nanjangud.

I would like to thank Principal **DR. PEETER FERNANDES** for his support under college management.

I would like to express my sincere gratitude to **DR. CLARET MENDONCA**, H.O.D of MBA Department for giving me the opportunity.

Finally I would like to thank to my friends and family who has been associated with my project.

**NIREEKSHA JAIN**

**(USN: 4AL19MBA40)**

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## EXECUTIVE SUMMARY

This project is entitled as "A study of employee's performance appraisal "in Zenith textiles, Nanjangud The study based on Employees Performance appraisal in the organization, it is also an Important in each and every organization.

In the first part of project report provide complete summary about the industry profile, company profile vision and mission policy, product and service profile, ownership patterns and promoters Areas of operation, competitor, Infrastructure facility, Awards & achievements, financial growth all these studied in the first unit. In the second studied about Conceptual background of the study such as meaning definition importance methods process of the performance appraisal, Theoretical background and also Literature review. In the third unit Research design it include statement of the problem, need of the study, objectives, scope, research methodology and also limitations of the study. This survey has contained the information of the questionnaire, questionnaire related to employees opinion towards zenith textiles. To know the opinion of the employees in the organization about work using the questionnaire here taking 30 employees randomly. The primary data and secondary data collected through books, journals etc .In the next part data collected from various source Analyzing and interpretation of the data through the use of graph. The major findings of the study in the textile is most of the employees are satisfied with the present benefits and salary provided by the industry. All the employees strongly agree with training and performance appraisal in the organization. Having good relations in the workplace it helps to recognize the employee contribution in the organization. Overall study states that the employee's performance appraisal in Zenith textiles, Nanjangud.