

Performance appraisal of teaching faculty business Management institutions in Visakhapatnam

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Abstract- Performance appraisal is one of the most important Human Resource roles that bring the comprehensive success to institutions also, organization. Today's working climate demands a great deal of desiccant and commitment and effort from Employees, who in turn naturally expect a great deal more from their Employers. Performance Appraisal must be seen as an intrinsic part of a superior's responsibility and not an unwelcome and time-consuming addition to them. It is about improving performance and ultimate effectiveness.

Performance Appraisal is a systematic measurement of employee's performances without occurring any bias. This survey should be based on questionnaire the standards and outcomes, which are a part of it. In normal circumstances, Employees should be appraised by their immediate Superiors Principal and Head of the department on one to one basis .Often the distinction between Appraiser & Appraise. Assessment concerns itself only with the past and the present. The staff is being appraised when they are encouraged to look ahead to improve quality of teaching, innovative methods, effectiveness, utilize strengths, redress weaknesses and examine how potentials and aspirations should match up. My research was a "performance appraisal of teaching faculty Business Management Institutions in Visakhapatnam".

Keywords: Performance, Appraisal, Contemporary tool, Management by Objectives (MBO), Superior, Subordinate, Peer, Determinants, Appraisal System.

1. INTRODUCTION

Performance appraisal refers to the methods and processes used by organizations to assess the level of performance of their employees and to provide them with a feedback and it is useful to give appraisal to the employees. This process can be used for both improvement of academics and administrative purposes. The research on performance appraisal includes examination of the psychometric aspects of the appraisal tools, the cognitive process and the biases involved, and the social context. Although performance appraisal is an important tool for managing teaching and non teaching employees. Therefore, clearly defining the purposes of the performance appraisal and addressing the employees' reactions are essential to the success of the performance appraisal.

The performance appraisal is the strategy that constitutes the core of the strategic human resources management (HRM), it is the strategy that horizontally integrates all other HRM subsystems in the organization and makes the whole system of HRM consistent and coherent, and also it is a strategy that vertically aligns this system with the organizational and institutional strategic objectives. This gives the right, not underestimating the importance of the other HRM functions, to say that the performance appraisal is the strategy from whose successfully designing and implementing, depends the most the success of other HRM systems and of the organization, as a whole. Determinants of the roles and responsibilities of the employees it is the contemporary tool for adequate management of the human potential.

Performance appraisal is a widely discussed concept in the field of performance management. The importance accorded to performance appraisal systems in part arises from the nature of the current business environment, which is marked by the need to achieve organizational goals as well as remain relevant in intensely competitive markets through superior employee performance. Within this context, various studies suggest that organizations can hardly control the behavior of their employees. The organizations can however control how employees perform their jobs. In addition, performance management research shows that a significant number of employees tend to have the desire to perform their jobs well as part of their individual goals as well as a demonstration of loyalty towards the organization. Arguably, the key to ensuring that employees perform well lies in the ability to provide them with the right working environment. Such an environment generally includes fair treatment.

2. REVIEW OF LITERATURE

Employees want to know how well they perform on their jobs. A simple statement, almost axiomatic in any organization, yet it has probably caused more controversy, applied research and practical advice than any other assertion in the history of management writing and thinking. Performance management has many definitions. "Performance appraisal" is a process within the overall performance management process and is defined as "the evaluation of an individual's work performance in order to arrive at objective personnel decisions.

Benefits of Performance Appraisal

Appraisal offers a valuable opportunity to focus on work activities and goals, to identify and correct existing problems, and to encourage the employees for better performance. Thus the performance of the whole organization is enhanced. However benefits of performance appraisal can be summarized as follows:

a) **Motivation and Satisfaction:** Performance appraisal can have a profound effect on levels of employee motivation and satisfaction - for better as well as for worse. Performance appraisal provides employees with recognition for their work efforts. The existence of an appraisal program indicates to an employee that the organization is genuinely interested in their individual performance and development, which can have a positive influence on the individual's sense of worth, commitment and belonging.

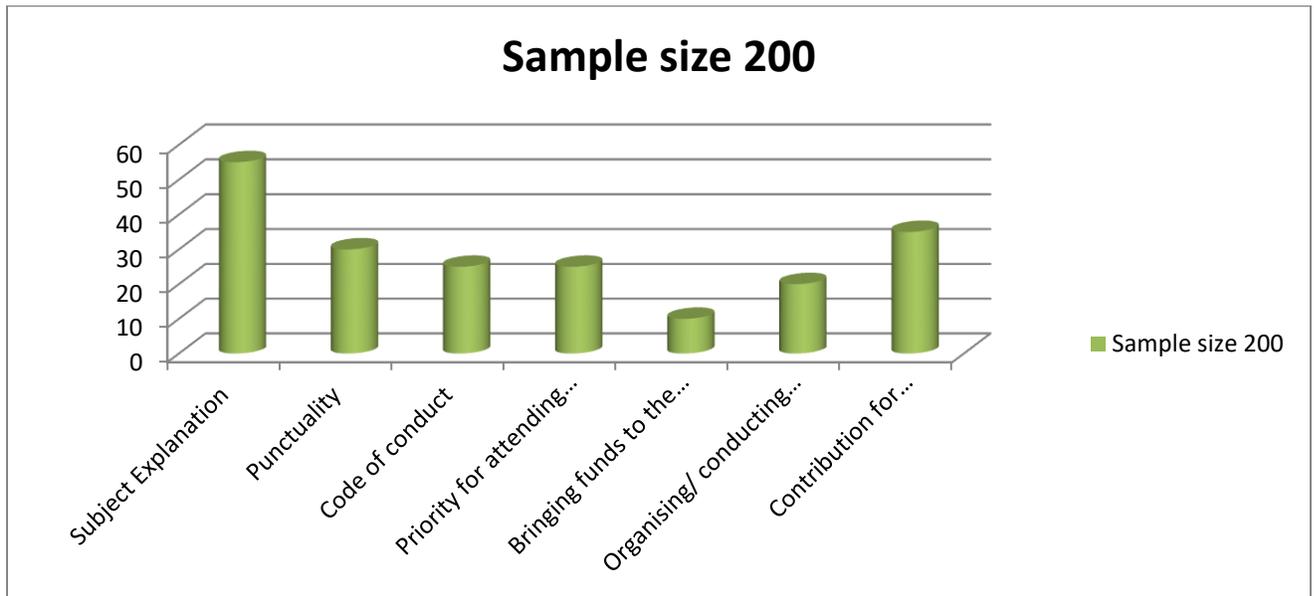
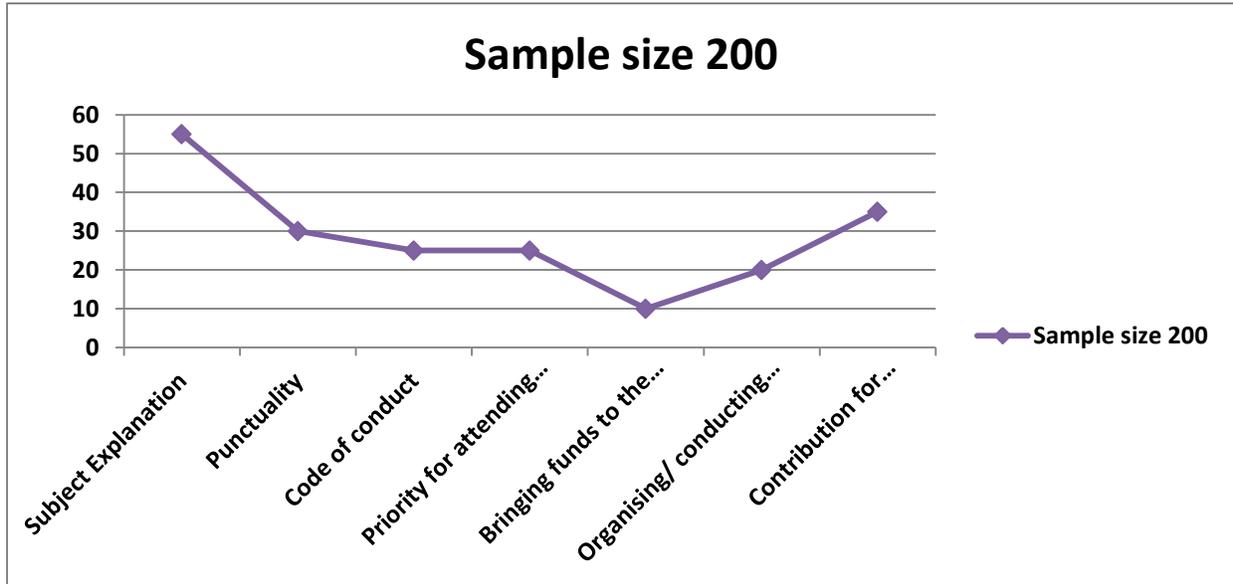
b) **Training and Development:** Performance appraisal offers an excellent opportunity - perhaps the best that will ever occur - for a Principal and employee to recognize agree upon individual training and development needs. Performance management can make the need for training by an employee's work performance, the presence or absence of work skills, by linking it clearly to performance outcomes and future career aspirations.

c) **Recruitment and Induction:** Appraisal data can be used to monitor the success of the organization's recruitment and induction practices. Appraisal data can also be used to monitor the effectiveness of changes in recruitment strategies.

d) **Employee Evaluation:** Evaluation is a major objective of performance appraisal. Performance appraisal is the process of examining and evaluating the performance of an individual. The need to evaluate employees is to encourage and develop them.

2.1 Analysis and interpretation

S.No	Evaluation parameters	Sample size 200	Percentage (%)
1	Subject Explanation	55	27.5
2	Punctuality	30	15
3	Code of conduct	25	12.5
4	Priority for attending conferences, Workshops, FDPs and seminars	25	12.5
5	Bringing funds to the college through DST/ SERB/ MSME etc	10	5
6	Organising/ conducting extracurricular activities like sports/ GDS/ presentations/ quizzes etc.	20	10
7	Contribution for admissions process	35	17.5



Interpretation: The table shows the opinions of the respondents about the subject explanation 27.5 % of the respondents given first priority, and organizing the seminars and workshops also be the 10% respondents given first priority, last figure would be the stunning figure 17.5 % of the respondents given first priority contribution for admissions process. Based on the collected information most of the colleges giving priority for Academic related activities like Faculty subject, Research and Development, Seminars, Conferences and workshops.

3. CONCLUSION

Performance appraisal to improve corporate performance, building global standards, individuals and even undermining the commitment and energy of the survivors. Developing clear, realistic performance standards can also reduce communication problems in performance appraisal feedback among Superiors and employees. As per my study most of the respondents given first priority for subject explanations, based on this analysis we can say that most of the organizations giving priority for Academic related activities.

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