

# **A Study on Employee Performance Appraisal with reference to selected IT Companies in Bangalore City**

## **Introduction:**

Performance appraisal is not something new. The appraisal system existed in early centuries, though the nature of appraisal was not so formal and the tools used were not so scientific. In fact the appraisal gained momentum in the post second war period with the advent of professionalization in management. At the early stages the performance appraisal was done just on the basis of the degree to which a person possessed certain traits, which were considered essential for effective performance of a particular task. Performance appraisal of individuals, groups, and organizations in common practice of all societies.

Performance appraisal may be defined as a structured formal interaction between a subordinate and supervisor that usually takes the form of a periodic interview, in which the work performance of the subordinates is examined and discussed, with a view to identifying weakness and strengths as well as opportunities for improvement and skills development. Appraising the performance is method of evaluating the behavior of employees in the work spot, normally including both the quantitative and qualitative aspects of job performance. Performance refers to the degree of accomplishment of the tasks that makes up an individual's job. Other measures are based on behavior which means observable physical actions and movements, objectives which measure job related results like amount of deposits mobilized and traits which measures in terms of personal characteristics observable in employee's job activities. The contents to be appraised may vary with the purpose of appraisal and type and level of employee. These are different methods designed and experimented in this regard.

## **Review of literature:**

The researcher has visited Bangalore university library and the research center of college along with the libraries of neighboring colleges. It is found that no one has carried out the research on this topic hence this study I initiated.

1. Bedeian (1976) in his paper titled "Rater Characteristics Affecting the Validity of Performance Appraisals" states that the task of developing effective performance

# Corporate Economic Education Programs An Evaluation And Appraisal A Research Study And Report

**K Payea**



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