ABSTRACT

As the work pattern is changing it is necessary for the organization to shift from a skill-based performance appraisal to evaluations based on larger scale. In management few issues stir up more controversy than performance appraisal. Though many researcher and management commentators have expressed doubts about the validity and reliability of the performance appraisal process, it is the only process available to help achieve fair, decent and consistent reward outcomes. An attempt was made to find out what employees feel about the whole process of Performance Appraisal (as part of Performance Development [PD]) and how it is practiced, employees perception regarding the existing performance appraisal system as well as how it is linked to rewards and recognitions. Questionnaires were administered to the employees and data was analyzed using qualitative and quantitative techniques. From results obtained, it is clear that there is a break in communication as far as performance development is concerned between management and employees. Employees are not much satisfied while Management insists there is everything in place to make them satisfied.

KEY WORDS: Performance development, rewards and recognitions

REFERENCE


