

REVERSE APPRAISAL PERFORMANCE OF AN PRIVATE EMPLOYEE: A STUDY

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ABSTRACT

Appraisal is a very excited word for any employee. Performance appraisals is a task which measuring the qualitative and the quantitative measurement of any employee in any private or government organizations. Performance refers to a set of outcome produced during a certain period of their job time. Appraisal is the evaluation of worth, quality or merit. In this research paper we have studied different appraisals methods and their effect into the employee in any private organization. We have also studied about the reverse performance appraisal system which is an important technique to develop the individual's performance. We have studied to investigate the effectiveness of reverse performance appraisal for enhancing the productivity and performance of employees. Appraisal of any employee is dependents on many factors like sincerity about work by any employee, completion the task in due date, target achieved at time limits and many more things. We have also studied different criteria for employee to assessment.

Keywords : Appraisal, Reverse Performance, Productivity.

INTRODUCTION

Job is very essential part of human life and the good performance is part of your job. The judging criteria of any employee are their work ability, their perfection, dedication towards their work and finishing quality at time line. There are many more criteria to judge employee. Any organization will always give chance to grow their employee by the appraisal in terms any position or salary increments. Every organization has a standard operation processor (SOP) govern any organization. Every organization are their own structure, culture and employee hierarchy. Performance appraisal is always a very curious topic for every employee. Performance appraisal is a process through which superiors like managers and supervisors evaluate your work performance. There are many criteria to evaluate the performance of any employee. The illusion of transparency in performance feedback Schaerer M. et al. (2018), The role of feedback valence, Accuracy motivation as corrective mechanism, Accuracy motivation and communication directness and Overview of the present research.

LITERATURE REVIEW

There are the various author work in the field of performance appraisal. They have also discussed various strategies to improve the performance appraisal.

Schaerer M. et al. (2018) have used six actual performance appraisals in this research paper an organization online participants show that transparency illusions, they are not driven by employee bias, managers are insufficiently motivated to be accurate, these studies demonstrate that transparency illusions are driven by more indirect communication by the manager, how different interventions can be used to mitigate these effects and internal meta-analysis. Above mentioned rule shows the analysis of employee to their managers from any organization.

Torre E. D. et al. (2018), have analyzed that collective employee voice mechanisms which affect the organizational productivity and this will vary with HRM practices. HRM practices like variable pay, training, performance appraisals and multitasking. There are two types of unions (i.e. union voice and team voice) both are contribute for the organizational productivity and union and team voice have important moderation effects in the HRM-performance relationship. Union voice provides the relationship between variable pay and performance as well as training and performance. Team voice shows the relationship between training and performance.

Guchait P. et al. (2019), have identified that Service recovery performance is the important factor for positive organizational outcomes and organizational success. The forgiveness climate and organizational outcomes are different types of organizational climate through which we study about any organization.

Holzman J. B. et al. (2016) have studied that the conjoint roles of self-focused attention (SFA), post-event processing (PEP), and performance appraisals in the maintenance of social Anxiety. This three are very much related to each other and social anxiety were randomly assigned to conditions of high SFA or low SFA other value has been changed.

Vinhais P. et al. (2015), have studied the the relations Foreign Language Teachers established between teaching, supervision and appraisal of professional performance through classroom observation.

Iqbal M. Z. et al. (2012), have studied that the paper explores the objectives and uses of PA in the literature and formulates a plan to classify the practice of PA into four categories - administrative, developmental, strategic and role definition. This had done to expand our understanding of performance evaluation and to highlight its use in relation to other human resource management and development tasks. They provides a full-scale list of objectives and uses of PA for researchers, proposers for performance, and rate. The study proposes that the rat needs to focus on the broader dimensions of PA, not just its administrative functions.

Katou A. A. et al. (2012), have discussed the reverse functionality between human resource management (HRM) policies and organizational performance through the intervention phases of employee behavior (satisfaction, commitment, motivation) and employee behavior (absenteeism, turnover, dispute), which are still small Greek Privately managed companies (manufacturing, services, business) are relatively to examine due to inferences. They found that HRM is contingent on policies, business strategies (Cost, innovation, quality), has a positive impact on organizational performance through employee attitudes and employee behavior.

Mamimine P. W. et al. (2015), have provided the idea that self-actualization is force through which any employee work with great effort towards their work for any organization. Employees diverge from the general emphasis of achieving the goals of the organization.

Brown M. et al. (2005), have evaluate the accuracy of the appraisal system. Performance appraisal is connected to worker short-term employees and has a greater impact on productivity. They found that these results reflect situations in which the net benefit of performance evaluation is likely to be greatest. Human resource management practices, like formal training and incentive pay also increase the performance appraisal. Union density is associated with a low probability of performance evaluation.

Manning T. et al. (2010), have found the examination of the relationship between three different types of behavior like influencing, leadership and team working and 360-degree assessments of performance, including seniority and the gender differences. They found that 360-degree assessments are influenced by seniority. Affected behavior is more closely linked to 360-degree assessments of middle managers who hold less legitimate power. 360- degree assessment are strongly connected with leaders, senior managers and middle managers.

Shaik M. et al. (2012), have suggest the performance measurement system and scorecard for RL enterprise. Performance Measurement System are Balanced Scorecard and performance prism and it support integrate analytical hierarchy process to calculate comprehensive performance index (OCPI).

ZayumS. S. et al. (2017), have analysis the performance appraisal on employee. They have used Taro Yamane formula for find sample size of employee data. Bourley's Proportional formula allocating sample size and Cronbach alpha method was used to establish the internal consistency of the questionnaire items. Log it regression model was used to find the relation between the dependent variable and independent variables. 360 degree feedback appraisal techniques through encourage the organizational weaknesses, productivity standards and areas of improvement.

CRITERIA FOR EVALUATE THE PERFORMANCE OF EMPLOYEE

There are different type of performance measurement criteria for any employee to any organization. We are discussing few of them like.

1. Level of creativity.

To evaluate the performance of employee creativity is important factor which helps to performance appraisal of private as well as any organizations. The creativity means to understand the problem of particular domain and find out a new solution to solve the problem.

2. Quality of work

To improve the quality of the work is based on the employee creativity. If the employee creativity is beneficial for any organizations that means we can say that the quality of employee is measurable which improve the quality of employee

3. Customer Feedback

The assessment of the employee is also depend on feedback on the customer. If the customer feedback is good for particular product which is made by the employee than appraisal will be also good for that employee which helps to improve the reverse appraisal performance of the employee.

4. Challenging task

It is also important factor for improving the revers appraisal performance of employee. In this case if the employee take the responsibility of challenging task and successfully completed then this factor is also improve the appraisal of the employee.

5. Transparency in performance feedback.

“The process to evaluate the individual employee performance over some period of time” is called as performance appraisals, Feedback is very important feature for any organization to their employee to provides the appraisals and manage the employees. Performance feedback aims to develop, direct, and reinforce effective behavior in organizations. Employee those who understand manage their work and also know how managers perceive their performance or their likelihood of achieving desired outcomes are more likely to respond appropriately.

6. The role of feedback valence.

Transparency is the very important words in the feedback scenario. An important aspect of performance feedback that was found to have significant effects Work result is feedback valence. What value is literature indecisive about Feedback, positive or negative, is preferable to results. Trend and Continuity It identifies two main dimensions of the feedback valence pattern.

7. Task completed within time.

Time constraints of any projects is very important role for customer satisfaction. If employee completed project in any given time and satisfy the customer then it also helpful for employee appraisal performance.

8. Workforce characteristics.

Workforce is very important part for any employee to their work. This is the situation when any employee will do his responsibility in critical situation. Workforce is composed of shorter-tenure employee and longer-tenure employee. Workforce have developed substantial human capital specific to the employer. Any employee manage the workforce with their capability is also get the good appraisal performance.

9. Self-focused attention and performance appraisals.

There is a relation between Self-focused attention and performance appraisals. Consequences, of the studies have demonstrated that a significant inverse association exists such that heightened levels of SFA are related to poorer perceptions of performance and higher levels of perceived anxious appearance, Although SFA and performance appraisals appear associated.

CONCLUSION

Appraisals of employees are good for their carrier. Performance appraisals is a task which measuring the qualitative and the quantitative measurement of any employee in any private or government organizations. Performance refers to a set of outcome produced during a certain period of their job time. Appraisal is the evaluation of worth, quality or merit. In this research paper we have studied different appraisals methods and their effect into the employee in any private organization. We are studying many criteria to appraisal performance of employee in organization but we have to also analysis many more criteria to measure performance of employee. We have to analyze the live case study of any organization and find micro criteria to improving the quality of organization and the appraisal of employee.

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