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**A STUDY ON EMPLOYEE PERFORMANCE APPRAISALS IN
VADAMALAYAN HOSPITAL, DINDIGUL**

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Keywords	Abstract
<i>Employee Performance Appraisal, Human Resource Management, Employee Efficiency, Productivity, Organizational Goals, Employee Satisfaction, Motivation, Performance Evaluation, Feedback System.</i>	This study focuses on the employee performance appraisal system at Vadamalayan Hospital, Dindigul. Performance appraisal is an important function of human resource management that helps in evaluating employee efficiency, productivity, and overall contribution to organizational goals. The study aims to analyze the existing appraisal system, measure employee satisfaction, and understand its impact on motivation and performance. Data was collected from employees using structured questionnaires and analyzed using statistical tools. The findings indicate that the appraisal system has a moderate impact on employee performance and motivation, but there are issues related to transparency, feedback, and fairness. The study suggests improvements to make the appraisal system more effective and beneficial for both employees and management.



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I. INTRODUCTION:

Employee performance appraisal is a systematic and continuous process used to evaluate the performance, skills, and efficiency of employees. It helps organizations measure how effectively employees contribute to organizational goals. Performance appraisal is not only used for evaluation but also for employee development, motivation, and decision-making related to promotions, salary increments, and training. In modern organizations, appraisal systems have evolved to include methods such as Key Performance Indicators (KPIs), 360-degree feedback, and Management by Objectives (MBO). These methods improve fairness and accuracy. In the healthcare sector, performance appraisal is especially important as employee performance directly affects patient care and service quality. This study is conducted at Vadamalayan Hospital, Dindigul, to understand the effectiveness of the performance appraisal system and its impact on employee satisfaction, motivation, and productivity.

STATEMENT OF THE PROBLEM

Employee performance appraisal is essential for improving employee efficiency and organizational growth. However, in Vadamalayan Hospital, Dindigul, the appraisal system may face certain issues such as lack of transparency, biased evaluation, and insufficient feedback. Employees may feel that their performance is not fairly assessed, which can reduce motivation and job satisfaction. Additionally, the existing system may not effectively identify employee strengths and training needs. Therefore, it is necessary to analyze the current appraisal system and identify areas for improvement

II. OBJECTIVES OF THE STUDY

- To assess the fairness and transparency of the appraisal process.
- To analyze the relationship between performance appraisal and employee job satisfaction.
- To study the role of appraisal in employee career growth and development
- To identify challenges faced by employees in the appraisal system.
- To assess the role of feedback in improving employee performance.

NEED OF THE STUDY

The need for this study arises from the importance of evaluating employee performance in improving organizational efficiency. Performance appraisal helps in identifying employee strengths and weaknesses, providing feedback, and planning training and development programs. In the healthcare sector, employee performance directly impacts patient care and service quality.

SCOPE OF THE STUDY

The present study is confined to Vadamalayan Hospital, Dindigul, and focuses on analyzing the employee performance appraisal system within the organization. It includes employees from various departments such as medical, nursing, and administration to obtain a comprehensive understanding of appraisal practices. The study mainly examines the methods and procedures followed in evaluating employee performance and assesses the level of awareness and perception of employees towards the appraisal system. Furthermore, it evaluates the impact of performance appraisal on employee motivation, job satisfaction, and overall performance. The findings of the study are limited to the selected organization and may not be applicable to



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other institutions.

HYPOTHESIS OF THE STUDY

H0 (Null Hypothesis):

There is no significant relationship between the performance appraisal system and employee performance.

H1 (Alternative Hypothesis):

There is a significant relationship between the performance appraisal system and employee performance

RESEARCH DESIGN

The research design adopted for this study is descriptive research design. This design is used to describe the characteristics of employees and to analyze their opinions regarding the performance appraisal system. The study focuses on understanding the level of awareness, satisfaction, motivation, and perception of employees towards the appraisal practices followed in the organization. Descriptive research helps in collecting structured information through questionnaires and presenting it in a systematic manner.

III. RESEARCH METHODOLOGY

The research methodology refers to the systematic process adopted to conduct the study on the employee performance appraisal system. The study uses a descriptive research design, as it focuses on describing and analyzing the opinions, awareness, satisfaction, and perception of employees towards the appraisal practices followed in the organization. Both primary and secondary data are used for the study. Primary data is collected directly from employees through a well-structured questionnaire consisting of close-ended questions, while secondary data is obtained from company records, books, journals, and relevant websites.

SAMPLE DESIGN

This study uses a descriptive sample design refers to the method of selecting a representative group of respondents for the study. In this research, simple random sampling is adopted to ensure that every employee has an equal chance of being selected. The sample is drawn from different departments such as medical, nursing, and administration to obtain a balanced view of the performance appraisal system.

METHODS OF DATA COLLECTION

Primary data: Primary data was collected directly from employees using a structured questionnaire. The questionnaire consisted of close-ended questions related to performance appraisal, motivation, satisfaction, fairness, and other factors. This method helped in obtaining accurate and first-hand information from respondents. In addition to questionnaires, informal discussions with employees were also conducted to gain better insights.

Secondary data: Secondary data was collected from various sources such as company records, official documents, books, journals, and websites. These sources helped in understanding the background of the study and supported the primary data. The combination of both primary and secondary data ensured reliability and validity of the research findings.



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ANALYTICAL TOOLS

Percentage Analysis

Chi-Square Test

Correlation Analysis

IV. DATA ANALYSIS AND INTERPRETATION

Awareness of Performance Appraisal System

Category	No.of Respondents	Percentage
Yes	75	75%
No	25	25%
Total	100	100%

Satisfaction with Feedback

Category	No.of Respondents	Percentage
Highly satisfied	20	20%
Satisfied	40	40%
Neutral	25	25%
Dissatisfied	15	15%
Total	100	100%

Fairness of Appraisal System

Category	No.of Respondents	Percentage
Yes	50	50%
No	30	30%
Not sure	20	20%
Total	100	100%

Impact on Employee Motivation

Category	No.of Respondents	Percentage
Strongly agree	25	25%
Agree	40	40%
Neutral	20	20%
Disagree	15	15%
Total	100	100%

Overall Satisfaction Level

Category	No. Of Respondents	Percentage
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High	20	20%
Medium	50	50%
Low	30	30%
Total	100	100%

V. SUGGESTIONS

- The hospital should ensure greater transparency in the appraisal process so that employees clearly understand evaluation criteria.
- A standardized appraisal system should be followed to reduce bias and ensure fairness.
- Regular and constructive feedback should be provided to employees instead of only periodic reviews.
- Training programs should be conducted for appraisers/supervisors to improve evaluation accuracy.
- The organization should encourage employee participation in the appraisal process through self-assessment and discussions.
- A proper grievance redressal system should be introduced to handle employee concerns regarding appraisal.
- Performance appraisal should be closely linked with rewards, promotions, and career development opportunities.
- The hospital can adopt modern appraisal methods like 360-degree feedback for better evaluation.
- Continuous monitoring of employee performance should be implemented instead of relying only on yearly appraisal.
- Steps should be taken to improve communication between employees and management.

VI. CONCLUSION

The study on the employee performance appraisal system at Vadamalayan Hospital, Dindigul reveals that the existing appraisal system plays a significant role in evaluating employee performance and supporting organizational growth. The system has a positive impact on employee motivation, productivity, and job satisfaction to a moderate extent. However, certain issues such as lack of transparency, inadequate feedback, and possible bias affect its overall effectiveness.

The findings indicate that while employees are generally aware of the appraisal system and its importance, there is a need for improvement in its implementation. By adopting fair, transparent, and modern appraisal practices, the hospital can enhance employee satisfaction and performance. An effective appraisal system not only benefits employees through recognition and development but also helps the organization achieve its goals efficiently. Therefore, continuous improvement in the appraisal process is essential for long-term organizational success.

AUTHOR(S) CONTRIBUTION

The writers affirm that they have no connections to, or engagement with, any group or body that provides financial or non-financial assistance for the topics or resources covered in this manuscript.



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CONFLICTS OF INTEREST

The authors declared no potential conflicts of interest with respect to the research, authorship, and/or publication of this article.

PLAGIARISM POLICY

All authors declare that any kind of violation of plagiarism, copyright and ethical matters will take care by all authors. Journal and editors are not liable for aforesaid matters.

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