

INTERNATIONAL JOURNAL OF RESEARCH IN COMMERCE, IT & MANAGEMENT

I
J
R
C
M



A Monthly Double-Blind Peer Reviewed (Refereed/Juried) Open Access International e-Journal - Included in the International Serial Directories

Indexed & Listed at:

Ulrich's Periodicals Directory ©, ProQuest, U.S.A., Cabell's Directories of Publishing Opportunities, U.S.A., Google Scholar,
Indian Citation Index (ICI), J-Gate, India [link of the same is duly available at Infibnet of University Grants Commission (U.G.C.)],
Index Copernicus Publishers Panel, Poland with IC Value of 5.09 (2012) & number of libraries all around the world.

Circulated all over the world & Google has verified that scholars of more than 7144 Cities in 197 countries/territories are visiting our journal on regular basis.

Ground Floor, Building No. 1041-C-1, Devi Bhawan Bazar, JAGADHRI – 135 003, Yamunanagar, Haryana, INDIA

<http://ijrcm.org.in/>

CONTENTS

Sr. No.	TITLE & NAME OF THE AUTHOR (S)	Page No.
1.	ARTIFICIAL INTELLIGENCE AND INTELLECTUAL PROPERTY LAWS IN INDIA: AN EMPIRICAL STUDY <i>Dr. D. THIRUMALA RAO</i>	1
2.	INFLUENCE OF PERFORMANCE APPRAISAL MANAGEMENT ON EMPLOYEES' PRODUCTIVITY: A CASE STUDY ON INDIAN PROFESSIONALS <i>PRADEEP PANDA & Dr. ADARSH ARORA</i>	8
3.	EMPIRICAL INVESTIGATION: POWER CONSUMPTION DURING CORONAVIRUS (COVID-19) PANDEMIC OUTBREAK WITH REFERENCE TO RESIDENTIAL SOCIETY <i>ANUSHPAMATHI SUNDARARAJAN, DARSHINI A, MIRUNALINI B J, HARSHA DEEP KANKATA & Dr. J BHAVANI</i>	23
	REQUEST FOR FEEDBACK & DISCLAIMER	32

FOUNDER PATRON**Late Sh. RAM BHAJAN AGGARWAL**

Former State Minister for Home & Tourism, Government of Haryana
Former Vice-President, Dadri Education Society, Charkhi Dadri
Former President, Chinar Syntex Ltd. (Textile Mills), Bhiwani

CO-ORDINATOR**Dr. BHAVET**

Former Faculty, Shree Ram Institute of Engineering & Technology, Urjani

ADVISOR**Prof. S. L. MAHANDRU**

Principal (Retd.), Maharaja Agrasen College, Jagadhri

EDITOR**Dr. PARVEEN KUMAR**

Professor, Department of Computer Science, NIMS University, Jaipur

CO-EDITOR**Dr. A. SASI KUMAR**

Professor, Vels Institute of Science, Technology & Advanced Studies (Deemed to be University), Pallavaram

EDITORIAL ADVISORY BOARD**Dr. S. P. TIWARI**

Head, Department of Economics & Rural Development, Dr. Ram Manohar Lohia Avadh University, Faizabad

Dr. CHRISTIAN EHIUBUCHE

Professor of Global Business/Management, Larry L Luing School of Business, Berkeley College, USA

Dr. SIKANDER KUMAR

Vice Chancellor, Himachal Pradesh University, Shimla, Himachal Pradesh

Dr. JOSÉ G. VARGAS-HERNÁNDEZ

Research Professor, University Center for Economic & Managerial Sciences, University of Guadalajara, Guadalajara, Mexico

Dr. TEGUH WIDODO

Dean, Faculty of Applied Science, Telkom University, Bandung Technoplex, Jl. Telekomunikasi, Indonesia

Dr. M. S. SENAM RAJU

Professor, School of Management Studies, I.G.N.O.U., New Delhi

Dr. A SAJEEVAN RAO

Professor & Director, Accurate Institute of Advanced Management, Greater Noida

Dr. D. S. CHAUBEY

Professor & Dean (Research & Studies), Uttarakhand University, Dehradun

Dr. CLIFFORD OBIYO OFURUM

Professor of Accounting & Finance, Faculty of Management Sciences, University of Port Harcourt, Nigeria

Dr. KAUP MOHAMED

Dean & Managing Director, London American City College/ICBEST, United Arab Emirates

Dr. VIRENDRA KUMAR SHRIVASTAVA

Director, Asia Pacific Institute of Information Technology, Panipat

Dr. MIKE AMUHAYA IRAVO

Principal, Jomo Kenyatta University of Agriculture & Tech., Westlands Campus, Nairobi-Kenya

Dr. SYED TABASSUM SULTANA

Principal, Matrusri Institute of Post Graduate Studies, Hyderabad

Dr. BOYINA RUPINI

Director, School of ITS, Indira Gandhi National Open University, New Delhi

Dr. NEPOMUCENO TIU

Chief Librarian & Professor, Lyceum of the Philippines University, Laguna, Philippines

Dr. SANJIV MITTAL

Professor & Dean, University School of Management Studies, GGS Indraprastha University, Delhi

Dr. RAJENDER GUPTA

Convener, Board of Studies in Economics, University of Jammu, Jammu

Dr. SHIB SHANKAR ROY

Professor, Department of Marketing, University of Rajshahi, Rajshahi, Bangladesh

Dr. SRINIVAS MADISHETTI

Professor, School of Business, Mzumbe University, Tanzania

Dr. NAWAB ALI KHAN

Professor & Dean, Faculty of Commerce, Aligarh Muslim University, Aligarh, U.P.

MUDENDA COLLINS

Head, Operations & Supply Chain, School of Business, The Copperbelt University, Zambia

Dr. EGWAKHE A. JOHNSON

Professor & Director, Babcock Centre for Executive Development, Babcock University, Nigeria

Dr. A. SURYANARAYANA

Professor, Department of Business Management, Osmania University, Hyderabad

P. SARVAHARANA

Asst. Registrar, Indian Institute of Technology (IIT), Madras

Dr. MURAT DARÇIN

Associate Dean, Gendarmerie and Coast Guard Academy, Ankara, Turkey

Dr. ABHAY BANSAL

Head, Department of Information Technology, Amity School of Engg. & Tech., Amity University, Noida

Dr. YOUNOS VAKIL ALROAIA

Head of International Center, DOS in Management, Semnan Branch, Islamic Azad University, Semnan, Iran

WILLIAM NKOMO

Asst. Head of the Department, Faculty of Computing, Botho University, Francistown, Botswana

Dr. JAYASHREE SHANTARAM PATIL (DAKE)

Faculty in Economics, KPB Hinduja College of Commerce, Mumbai

SHASHI KHURANA

Associate Professor, S. M. S. Khalsa Lubana Girls College, Barara, Ambala

Dr. SEOW TA WEEA

Associate Professor, Universiti Tun Hussein Onn Malaysia, Parit Raja, Malaysia

Dr. OKAN VELI ŞAFAKLI

Professor & Dean, European University of Lefke, Lefke, Cyprus

Dr. MOHENDER KUMAR GUPTA

Associate Professor, Government College, Hodal

Dr. BORIS MILOVIC

Associate Professor, Faculty of Sport, Union Nikola Tesla University, Belgrade, Serbia

Dr. LALIT KUMAR

Course Director, Faculty of Financial Management, Haryana Institute of Public Administration, Gurugram

Dr. MOHAMMAD TALHA

Associate Professor, Department of Accounting & MIS, College of Industrial Management, King Fahd University of Petroleum & Minerals, Dhahran, Saudi Arabia

Dr. V. SELVAM

Associate Professor, SSL, VIT University, Vellore

Dr. IQBAL THONSE HAWALDAR

Associate Professor, College of Business Administration, Kingdom University, Bahrain

Dr. PARDEEP AHLAWAT

Associate Professor, Institute of Management Studies & Research, Maharshi Dayanand University, Rohtak

Dr. ALEXANDER MOSESOV

Associate Professor, Kazakh-British Technical University (KBTU), Almaty, Kazakhstan

Dr. ASHOK KUMAR CHAUHAN

Reader, Department of Economics, Kurukshetra University, Kurukshetra

Dr. BHAVET

Former Faculty, Shree Ram Institute of Engineering & Technology, Urjani

YU-BING WANG

Faculty, department of Marketing, Feng Chia University, Taichung, Taiwan

SURJEET SINGH

Faculty, Department of Computer Science, G. M. N. (P.G.) College, Ambala Cantt.

Dr. TITUS AMODU UMORU

Professor, Kwara State University, Kwara State, Nigeria

Dr. RAJESH MODI

Faculty, Yanbu Industrial College, Kingdom of Saudi Arabia

Dr. SAMBHAVNA

Faculty, I.I.T.M., Delhi

Dr. THAMPOE MANAGALESWARAN

Faculty, Vavuniya Campus, University of Jaffna, Sri Lanka

Dr. SHIVAKUMAR DEENE

Faculty, Dept. of Commerce, School of Business Studies, Central University of Karnataka, Gulbarga

SURAJ GAUDEL

BBA Program Coordinator, LA GRANDEE International College, Simalchaur - 8, Pokhara, Nepal

FORMER TECHNICAL ADVISOR

AMITA

FINANCIAL ADVISORS

DICKEN GOYAL

Advocate & Tax Adviser, Panchkula

NEENA

Investment Consultant, Chambaghat, Solan, Himachal Pradesh

LEGAL ADVISORS

JITENDER S. CHAHAL

Advocate, Punjab & Haryana High Court, Chandigarh U.T.

CHANDER BHUSHAN SHARMA

Advocate & Consultant, District Courts, Yamunanagar at Jagadhri

SUPERINTENDENT

SURENDER KUMAR POONIA

CALL FOR MANUSCRIPTS

We invite unpublished novel, original, empirical and high quality research work pertaining to the recent developments & practices in the areas of Computer Science & Applications; Commerce; Business; Finance; Marketing; Human Resource Management; General Management; Banking; Economics; Tourism Administration & Management; Education; Law; Library & Information Science; Defence & Strategic Studies; Electronic Science; Corporate Governance; Industrial Relations; and emerging paradigms in allied subjects like Accounting; Accounting Information Systems; Accounting Theory & Practice; Auditing; Behavioral Accounting; Behavioral Economics; Corporate Finance; Cost Accounting; Econometrics; Economic Development; Economic History; Financial Institutions & Markets; Financial Services; Fiscal Policy; Government & Non Profit Accounting; Industrial Organization; International Economics & Trade; International Finance; Macro Economics; Micro Economics; Rural Economics; Co-operation; Demography; Development Planning; Development Studies; Applied Economics; Development Economics; Business Economics; Monetary Policy; Public Policy Economics; Real Estate; Regional Economics; Political Science; Continuing Education; Labour Welfare; Philosophy; Psychology; Sociology; Tax Accounting; Advertising & Promotion Management; Management Information Systems (MIS); Business Law; Public Responsibility & Ethics; Communication; Direct Marketing; E-Commerce; Global Business; Health Care Administration; Labour Relations & Human Resource Management; Marketing Research; Marketing Theory & Applications; Non-Profit Organizations; Office Administration/Management; Operations Research/Statistics; Organizational Behavior & Theory; Organizational Development; Production/Operations; International Relations; Human Rights & Duties; Public Administration; Population Studies; Purchasing/Materials Management; Retailing; Sales/Selling; Services; Small Business Entrepreneurship; Strategic Management Policy; Technology/Innovation; Tourism & Hospitality; Transportation Distribution; Algorithms; Artificial Intelligence; Compilers & Translation; Computer Aided Design (CAD); Computer Aided Manufacturing; Computer Graphics; Computer Organization & Architecture; Database Structures & Systems; Discrete Structures; Internet; Management Information Systems; Modeling & Simulation; Neural Systems/Neural Networks; Numerical Analysis/Scientific Computing; Object Oriented Programming; Operating Systems; Programming Languages; Robotics; Symbolic & Formal Logic; Web Design and emerging paradigms in allied subjects.

Anybody can submit the **soft copy** of unpublished novel; original; empirical and high quality **research work/manuscript** **anytime** in **M.S. Word format** after preparing the same as per our **GUIDELINES FOR SUBMISSION**; at our email address i.e. infoijrcm@gmail.com or online by clicking the link **online submission** as given on our website ([FOR ONLINE SUBMISSION, CLICK HERE](#)).

GUIDELINES FOR SUBMISSION OF MANUSCRIPT

1. **COVERING LETTER FOR SUBMISSION:**

DATED: _____

THE EDITOR

IJRCM

Subject: SUBMISSION OF MANUSCRIPT IN THE AREA OF _____.

(e.g. Finance/Mkt./HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, please specify)

DEAR SIR/MADAM

Please find my submission of manuscript titled ' _____ ' for likely publication in one of your journals.

I hereby affirm that the contents of this manuscript are original. Furthermore, it has neither been published anywhere in any language fully or partly, nor it is under review for publication elsewhere.

I affirm that all the co-authors of this manuscript have seen the submitted version of the manuscript and have agreed to inclusion of their names as co-authors.

Also, if my/our manuscript is accepted, I agree to comply with the formalities as given on the website of the journal. The Journal has discretion to publish our contribution in any of its journals.

NAME OF CORRESPONDING AUTHOR	:
Designation/Post*	:
Institution/College/University with full address & Pin Code	:
Residential address with Pin Code	:
Mobile Number (s) with country ISD code	:
Is WhatsApp or Viber active on your above noted Mobile Number (Yes/No)	:
Landline Number (s) with country ISD code	:
E-mail Address	:
Alternate E-mail Address	:
Nationality	:

* i.e. Alumnus (Male Alumni), Alumna (Female Alumni), Student, Research Scholar (M. Phil), Research Scholar (Ph. D.), JRF, Research Assistant, Assistant Lecturer, Lecturer, Senior Lecturer, Junior Assistant Professor, Assistant Professor, Senior Assistant Professor, Co-ordinator, Reader, Associate Professor, Professor, Head, Vice-Principal, Dy. Director, Principal, Director, Dean, President, Vice Chancellor, Industry Designation **etc.** **The qualification of author is not acceptable for the purpose.**

NOTES:

- a) The whole manuscript has to be in **ONE MS WORD FILE** only, which will start from the covering letter, inside the manuscript. **pdf. version is liable to be rejected without any consideration.**
 - b) The sender is required to mention the following in the **SUBJECT COLUMN of the mail:**
New Manuscript for Review in the area of (e.g. Finance/Marketing/HRM/General Mgt./Engineering/Economics/Computer/IT/ Education/Psychology/Law/Math/other, please specify)
 - c) There is no need to give any text in the body of the mail, except the cases where the author wishes to give any **specific message** w.r.t. to the manuscript.
 - d) The total size of the file containing the manuscript is expected to be below **1000 KB**.
 - e) Only the **Abstract will not be considered for review** and the author is required to submit the **complete manuscript** in the first instance.
 - f) **The journal gives acknowledgement w.r.t. the receipt of every email within twenty-four hours** and in case of non-receipt of acknowledgment from the journal, w.r.t. the submission of the manuscript, within two days of its submission, the corresponding author is required to demand for the same by sending a separate mail to the journal.
 - g) The author (s) name or details should not appear anywhere on the body of the manuscript, except on the covering letter and the cover page of the manuscript, in the manner as mentioned in the guidelines.
2. **MANUSCRIPT TITLE:** The title of the paper should be typed in **bold letters, centered and fully capitalised**.
 3. **AUTHOR NAME (S) & AFFILIATIONS:** Author (s) name, designation, affiliation (s), address, mobile/landline number (s), and email/alternate email address should be given underneath the title.
 4. **ACKNOWLEDGMENTS:** Acknowledgements can be given to reviewers, guides, funding institutions, etc., if any.
 5. **ABSTRACT:** Abstract should be in **fully Italic printing**, ranging between **150 to 300 words**. The abstract must be informative and elucidating the background, aims, methods, results & conclusion in a **SINGLE PARA. Abbreviations must be mentioned in full.**
 6. **KEYWORDS:** Abstract must be followed by a list of keywords, subject to the maximum of **five**. These should be arranged in alphabetic order separated by commas and full stop at the end. All words of the keywords, including the first one should be in small letters, except special words e.g. name of the Countries, abbreviations etc.
 7. **JEL CODE:** Provide the appropriate Journal of Economic Literature Classification System code (s). JEL codes are available at www.aea-web.org/econlit/jelCodes.php. However, mentioning of JEL Code is not mandatory.
 8. **MANUSCRIPT:** Manuscript must be in **BRITISH ENGLISH** prepared on a standard A4 size **PORTRAIT SETTING PAPER. It should be free from any errors i.e. grammatical, spelling or punctuation. It must be thoroughly edited at your end.**
 9. **HEADINGS:** All the headings must be bold-faced, aligned left and fully capitalised. Leave a blank line before each heading.
 10. **SUB-HEADINGS:** All the sub-headings must be bold-faced, aligned left and fully capitalised.
 11. **MAIN TEXT:**

THE MAIN TEXT SHOULD FOLLOW THE FOLLOWING SEQUENCE:**INTRODUCTION****REVIEW OF LITERATURE****NEED/IMPORTANCE OF THE STUDY****STATEMENT OF THE PROBLEM****OBJECTIVES****HYPOTHESIS (ES)****RESEARCH METHODOLOGY****RESULTS & DISCUSSION****FINDINGS****RECOMMENDATIONS/SUGGESTIONS****CONCLUSIONS****LIMITATIONS****SCOPE FOR FURTHER RESEARCH****REFERENCES****APPENDIX/ANNEXURE****The manuscript should preferably be in 2000 to 5000 WORDS, But the limits can vary depending on the nature of the manuscript.**

12. **FIGURES & TABLES:** These should be simple, crystal **CLEAR, centered, separately numbered** & self-explained, and the **titles must be above the table/figure. Sources of data should be mentioned below the table/figure. It should be ensured that the tables/figures are referred to from the main text.**
13. **EQUATIONS/FORMULAE:** These should be consecutively numbered in parenthesis, left aligned with equation/formulae number placed at the right. The equation editor provided with standard versions of Microsoft Word may be utilised. If any other equation editor is utilised, author must confirm that these equations may be viewed and edited in versions of Microsoft Office that does not have the editor.
14. **ACRONYMS:** These should not be used in the abstract. The use of acronyms is elsewhere is acceptable. Acronyms should be defined on its first use in each section e.g. Reserve Bank of India (RBI). Acronyms should be redefined on first use in subsequent sections.
15. **REFERENCES:** The list of all references should be alphabetically arranged. **The author (s) should mention only the actually utilised references in the preparation of manuscript** and they may follow Harvard Style of Referencing. **Also check to ensure that everything that you are including in the reference section is duly cited in the paper.** The author (s) are supposed to follow the references as per the following:
- All works cited in the text (including sources for tables and figures) should be listed alphabetically.
 - Use (ed.) for one editor, and (ed.s) for multiple editors.
 - When listing two or more works by one author, use --- (20xx), such as after Kohl (1997), use --- (2001), etc., in chronologically ascending order.
 - Indicate (opening and closing) page numbers for articles in journals and for chapters in books.
 - The title of books and journals should be in italic printing. Double quotation marks are used for titles of journal articles, book chapters, dissertations, reports, working papers, unpublished material, etc.
 - For titles in a language other than English, provide an English translation in parenthesis.
 - **Headers, footers, endnotes and footnotes should not be used in the document.** However, **you can mention short notes to elucidate some specific point**, which may be placed in number orders before the references.

PLEASE USE THE FOLLOWING FOR STYLE AND PUNCTUATION IN REFERENCES:

BOOKS

- Bowersox, Donald J., Closs, David J., (1996), "Logistical Management." Tata McGraw, Hill, New Delhi.
- Hunker, H.L. and A.J. Wright (1963), "Factors of Industrial Location in Ohio" Ohio State University, Nigeria.

CONTRIBUTIONS TO BOOKS

- Sharma T., Kwatra, G. (2008) Effectiveness of Social Advertising: A Study of Selected Campaigns, Corporate Social Responsibility, Edited by David Crowther & Nicholas Capaldi, Ashgate Research Companion to Corporate Social Responsibility, Chapter 15, pp 287-303.

JOURNAL AND OTHER ARTICLES

- Schemenner, R.W., Huber, J.C. and Cook, R.L. (1987), "Geographic Differences and the Location of New Manufacturing Facilities," Journal of Urban Economics, Vol. 21, No. 1, pp. 83-104.

CONFERENCE PAPERS

- Garg, Sambhav (2011): "Business Ethics" Paper presented at the Annual International Conference for the All India Management Association, New Delhi, India, 19–23

UNPUBLISHED DISSERTATIONS

- Kumar S. (2011): "Customer Value: A Comparative Study of Rural and Urban Customers," Thesis, Kurukshetra University, Kurukshetra.

ONLINE RESOURCES

- Always indicate the date that the source was accessed, as online resources are frequently updated or removed.

WEBSITES

- Garg, Bhavet (2011): Towards a New Gas Policy, Political Weekly, Viewed on January 01, 2012 <http://epw.in/user/viewabstract.jsp>

INFLUENCE OF PERFORMANCE APPRAISAL MANAGEMENT ON EMPLOYEES' PRODUCTIVITY: A CASE STUDY ON INDIAN PROFESSIONALS

PRADEEP PANDA

**GM – FINANCE & COMPANY SECRETARY & RESEARCH SCHOLAR
LG ELECTRONICS INDIA PVT. LTD.
GREATER NOIDA**

Dr. ADARSH ARORA

**ASSOCIATE PROFESSOR
AMITY COLLEGE OF COMMERCE & FINANCE
AMITY UNIVERSITY CAMPUS
NOIDA**

ABSTRACT

This research paper helps to understand the influence of performance appraisal on the productivity of the Indian professionals. Performance appraisal helps to evaluate the performance of an employee and thus improves their motivation, engagement, and productivity of employees. Employee engagement or productivity is a significant theme that gained consideration from HR experts and specialists in the recent times who call engagement as an eminent driver of organizational goal. Assorted definitions of the construct subsist in its theoretical foundations. This generates criticalities for measuring and its use when executing and rating strategies aimed at employee productivity. To depict this problem, our paper examines the current approaches to define and measure employee productivity and suggests a path forward towards a consensus as to its meaning and measurement. Performance appraisal is a regular look on the employees' performance and their overall contribution to a company. Representative commitment is significant for the accomplishment of authoritative destinations or objectives, and that profitability and exhibitions of associations are upgraded through the instrumentality of connected workforce, Performance examination framework is a huge segment that can empower associations accomplish worker proficiency. This examination shows an applied model, meaning a positive association between execution assessment purposes and laborers commitment. It shows an exhaustive audit of writing, this paper advocates that presentation evaluation positively affects worker duty, and that associations require to perceive how various workforces are influenced by various components of execution examination as this would encourage achievement of vital results, just as adequacy and commitment. The initial segment of the investigation is viewed as legitimate and observational, and in this manner can be tried further through assortment and examination of pertinent information by future analysts. The reason of this research paper is to find relations between PA fairness and employee productivity.

KEYWORDS

performance appraisal, satisfaction, influence, employee's productivity.

JEL CODES

J24, J33.

1. INTRODUCTION

At the moment we are living in a time of globalization, where change is guaranteed, and the administration of human investment is imperative for the accomplishment of an organization. As the firms encounter enormous competitions, they have recognized the significance of making their workforces completely connected with their occupation and the organizations. The fundamental objective of every business organization is to achieve its goals or objectives. There is a need to concentrate on performance assessment in order to achieve this. PA not only has a positive influence on the organization staff's performance (Bargozzi, 1980), but could also have a negative impact if poorly designed. Performance appraisal is directly linked to every business organization's success.

It is one of the most important instruments for motivating employees to work actively, effectively as well as effectively. Every employee in an organization is assigned certain roles and duties to play a role in the overall success of the organization. Performance appraisal helps to assess the performance of an employee and thus improves their motivation, engagement, and productivity of employees. In PA performance of employees is assessed by a supervisor or some form of judge who, through a set of measures, determines the performance of an employee, attaches a grade or rating to the assessment and then normally notifies the employee of his or her overall result.

Moreover, Performance evaluation is the most critical strategies of human resource management (HRM) and it has been revealed that the effective performance evaluation system is the effect of an important part of the effectiveness of employee's management of an organization in this regard, this paper looks into the effects of performance evaluation purposes on the commitment level of employees. Performance appraisal is essential because it helps to make sure that the employees will easily understand the system of the organization and managers will effectively put it into action. In particular, the appraisal system is established to support decisions on wage and salary increments, transfers, promotions, as well as to effectively communicate for assessment by reviewing their progress. Performance appraisal results are also used to discuss the personnel performance as well as progress in relation to objectives. In distinguishing efficient performers from inefficient performers, the PA method used must be sensitive.

In terms of the success and overall direction of an organization, employee performance plays an important role. Therefore, PA plays an important in the success of a business nowadays. Today, organizations use performance evaluation to increase efficiency as well as employee effectiveness at the place of work. Management is able to identify the need to motivate, set objectives and goals, train employees and provide performance feedback through performance appraisal.

Human Resource managers are responsible for maintaining a sound system for performance assessment. In order to achieve the necessary performance by performance assessment, the level of skills, knowledge and skills available to enhance the total productivity of employees must be used efficiently by the organization. In general, performance evaluation is now regarded as a critical management method. It assists management in setting goals, selecting and training the appropriate staff, and therefore leads to the achievement of the specified goal. It creates acceptable performance levels, and retain workers long enough to identify any discrepancies between real and expected results.

According to a study it is important to provide employees with proper, performance-based feedback. It is widely recognized that providing employees with feedback is a valuable concept that can encourage and allow self-development and thus can be important for the organization as a whole.

Each organization's output depends on how much as well as how well an employee's performance is assessed and evaluated. Moreover, appraisal procedure influences the productivity of employees, under fair working conditions. In this study we are concerned with the impact performance appraisal has on productivity of employees in the Indian Pvt. Sector.

1.1 MANAGEMENT BY OBJECTIVES

The aim is to improve an organization's performance by clearly defining the goals agreed by both management as well as employees. When employees have a say in goal setting as well as action plans, it promotes employee engagement and it also enables communication between management and employees, also it aligns goals across the organization. Employees are judged by their results at the end of the review period (quarterly or half-yearly, or annual). Success is rewarded with promotion or a wage increase, while failure can result in transfer or further training

1.2 360 DEGREE FEEDBACK

360 Degree Feedback is an arrangement or process in which feedback is provided to employees from anonymous people. they can be their colleagues, managers etc. This tool helps employees recognize their strengths as well as weaknesses and become more efficient.

1.3 ASSESSMENT CENTRE METHOD

This method allows staff to get a good overview of how others observe them and the influence it has on their performance. The main benefit of this method is that it will not only evaluate an individual's existing performance, but also anticipate their future job performance.

1.4 BEHAVIORALLY ANCHORED RATING SCALE(BARS)

To determine the hidden potential of staff, psychological assessments come in handy. This technique focuses on determining the future performance of an employee rather than their previous work. These assessments are used to analyze seven key components of the performance of an employee, such as, intellectual characteristics, leadership abilities, personality characteristics, interpersonal abilities, cognitive abilities, emotional quotient, and other abilities

1.5 HUMAN RESOURCE (COST) ACCOUNTING METHOD

The method of HRA analyzes the performance of an employee via the monetary benefits it provides to the company.

2. LITERATURE REVIEW

TABLE 1

S. No	Author	Year	Name of the journal publisher	Title	Abstract	objectives	Major argument and methodology	Findings
1	V.Karthikeyani	2020	International Journal of Innovative Research in Technology	The Effect of Performance Appraisal on Employee Motivation and Productivity	The focus of this study is to discover the impact of Performance assessment on the performance of employees and it also examines how motivation influences the relationship between performance appraisal and productivity of employees	To analyze as well as explore the connection between Performance appraisal and encouragement	The PA acts as a motivational tool for a worker in order to improve his productivity. The performance appraisal of an employee can serve as an incentive to enhance his productivity. Methodology: both primary as well as secondary data is used for the study. Personal interview was conducted for this purpose.	It is concluded in the study that there is a relation between PA system and motivation. Performance at work can be improved with the help of performance appraisal system. Evaluation of performance at regular intervals can lead to the motivation of employees.
2	Nyatsanga	2019		An assessment of the impact of performance management on employee productivity.	The aim of the study was to evaluate the impact performance management has on the employee's productivity at the Public Works Ministry	The paper is guided by three goals: to assess the impact PA has on the productivity of employees, to evaluate the reward system's effectiveness on employee productivity and to analyze the effect performance feedback has on employee productivity	Methodology: random sampling technique is used in this. Questionnaires as well as face to face interviews was held to collect the data. SPSS was used for data analysis.	The results of the performance assessment suggested that the assessment led to improved productivity in the employee's performance. The results also indicated that the chances of it being repeated are high when good performance is recognized and rewarded and employees can also be rewarded in order to meet desired targets.
3	P. Hemalatha	2019	A Journal of Composition Theory	Effectiveness of Performance Appraisal on Employee Productivity in Sail, Salem	PA is important for measuring the performance of the workforce and also to ensure progress towards the achievement of the desired objectives as well as targets of the organization. the analysis investigates the impact of PA in SAIL, Salem, on employee productivity.	study the impact of performance appraisal on the productivity of employee in SAIL, Salem.	PA is a system to determine how well workers perform their work, is necessary to communicate that information to them in order to improve their performance. Methodology: primary as well as secondary data was used in this. 140 respondents were interviewed. For secondary data company records were gone through for that.	For employees to work better job satisfaction, employee retention etc needs to be addressed. It is possible to modify and monitor the PA system on a regular basis in order to encourage optimistic feedback from the staff.

4	Adedotun Onashile	2017	Seinajoki university of applied sciences.	Impact of performance appraisal on employee productivity	Studies have suggested employee's dissatisfaction towards their appraisal system which has impacted their performance. This paper talks about the impact that performance appraisal has on one's productivity in an organization.	The objective of this paper is to find the impact of performance appraisal on employee productivity in Uniliver Nigeria PLC and then providing recommendations on how to improve their appraisal system.	The paper talks about the absence of appraisal policies which has resulted in exploitation of employees by their employers. Therefore, performance system is used to find the limitations of both the employer as well as employee. Methodology: a quantitative survey was conducted involving 33 employees to find out the impact that performance appraisal has on employee productivity.	The finding tells us that performance appraisal helps to assess the behaviour, attitude, etc of the employee towards the organization. The study helped to find out the the current state of the appraisal system in uniliver Nigeria PLC.
5	Akinbode, Jinabhai, Lourens	2013	Mediterranean journal of social sciences	The influence performance appraisal policy has on employee performance: a case study of guaranty trust bank in Nigeria	The paper focusses how the performance appraisal policy has an impact on employee's performance in guaranty trust bank in Nigeria. The feedback reports received has also improved the employee performance.	The aim in this study was to find out the overall effectiveness of the performance appraisal policy in guaranty trust bank and also to find out the extent to which the bank's performance appraisal policy has contributed to employee performance	PA is a method by which the performance of employees is evaluated in terms of quantity, cost, time as well as quality. Performance appraisal helps to find the suitability for further training or promotion. The appraisal policy can have an effect on employee's motivation and their satisfaction levels. Its existence helps the employee know that the organization is interested in their performance and development, Methodology: a questionnaire was made and the target respondents were 150. The data was analyzed through SPSS.	It was revealed that the participation of employees in the appraisal system was quite high which resulted in job satisfaction and improved employee performance. Many respondents preferred performance appraisal policy to be used for career pathing.
6	Pearce and Porter	2015	Journal of applied psychology	Employee response to formal performance appraisal feedback	The study hypothesized that employee's attitude towards the performance appraisal system and organizational commitment can decrease for those who receive low ratings. Similarly, those receiving higher ratings their attitude towards performance appraisal and organizational commitment can increase.	To investigate the response of employees towards performance appraisal feedback.	Performance appraisal provides a full performance-based feedback to the employees. In this performance appraisal system was introduced in 2 companies. Methodology: data was obtained from a random sample. Ratings was provided for a year	The findings suggested that there was a negative feedback from those who received low ratings and a positive feedback from those who received higher ratings.
7	Singh and Rana	2015	International Journal of Science and Research	The Impact of Performance Appraisal on Organizational Commitment of Bank Employees	The study investigates the impact performance appraisal has on organizational commitment of employees from a public sector bank in Uttarakhand. Performance based payment practices and fairness in appraisal help in predicting the organizational commitment of the bank employees.	To investigate the impact of performance appraisal has on organizational commitment of employees from a public sector bank in Uttarakhand.	This study was conducted to bridge the research gap which was that very few studies had been conducted which predicted the impact of performance appraisal on commitment of bank employees. Methodology: a sample of 172 bank employees of 10 public sector banks was taken from 2 districts of Uttarakhand.	The study concludes that there is a significant impact of performance appraisal on the organizational commitment of the bank employees. Therefore, appraisal practices should be adopted by all these banks in order to raise the commitment level of the employees

8	ROSMI ZA BT AHMA D	2015		Relationship Between Performance Appraisal and Employee Engagement Among Administrative Staff	the researcher conducted a study on University Utara Malaysia (UUM), a public university in Malaysia. In addition, this study also takes into account the level of employee engagement among employees in UUM and also does performance appraisal system has an impact on employee engagement	To identify the relationship between performance appraisal and employee satisfaction among administrative employees	Methodology: 400 questionnaires distributed to the administrative staff of UUM. Pearson Correlation analysis was used.	this research says that it is important for organizations to ensure performance evaluation is undertaken in an effective manner since it is part of one of the key human resource areas which may also contribute to high employee engagement among the employees of that organization.
9	Dr.A Sel- varasu	2014	International journal of managerial studies amd research	A Study about the Impact on Performance Appraisal on Employee's Engagement in An Organization.	It is said that having a high-performance workforce is quite essential for growth as well as survival	Measure en- gagement and its impact on fi- nancial results	Organisation effectively promote employee commitment and moral than those association who don't encourage employee engagement by performance criteria and rewarding them. It was found that incentives, pay offs and Quality of leaders on engagement which had potent connection with efficient engaging and motivating workers in the organization. Employees opinion surveys helped in nurturing high levels of employee commitment and motivation; this was good for organizations where workers opinion were put in use to bring about change. The performance appraisal concerns with what is expected from the employees in order to achieve the company's goal. It's an opportunity to review findings, generate feedback on how goals were obtained and confirm expectations. The good supervisors understand and they don't wait for survey to shape what employees do. For them engagement is not an once-a-year importance, and they equalize with the purpose of achieving the goal while maintain a healthy level.	The study concludes that reward structures, program etc. influence employee engagement which in turn has a positive effect on the finances of the company.
10	Malik Shahar- yar	2014	Journal of Resources Development and Management	Impact of Performance Appraisal on Employee Performance	PA has become one of the most critical and powerful methods that can help an organization to achieve its objectives by improving the efficiency as well as effectiveness of the workers. PA allows management to recognize the difference between desired and real performance of the employees. if any sort of deficiency arises it can be improved with training.	The objective of this case study is to show the importance of performance assessment in the Companies as well as the world of business.	The performance of the workforce is quite essential that the Department of Human Resources' ultimate objective is to achieve sustainable improvement in the performance of employees that they are given training, rewards etc.	It is concluded that a certain benchmark should be kept for the employees. The gap between actual as well as the benchmark performance may be due to some lack of knowledge of employees, Skills or attitude in the workplace towards the assigned job

11	Omusebe, Gabriel, Douglas	2013	International journal of innovative research and development	Effects of Performance Appraisal on Employee Productivity: A Case Study of Mumias Sugar Company Limited	The study investigates the effect performance appraisal has on employee productivity in Mumias Sugar Company Limited.	To study the impact of performance appraisal on service quality and customer satisfaction.	Primary data was obtained through questionnaires and interviews. Also, secondary data was collected from the hr. department	The study concluded that there was a positive correlation between PA and service quality. Therefore, if PA is conducted well in an organization then there are chances that the service quality will improve. Also, there was a positive relation between the two variable PA and customer satisfaction too.
12	Liza Estino Daoanis	2012	International Journal of Economics and Management Sciences	Performance appraisal system: It's Implication to Employee Performance	PA helps to analyze and evaluate the contribution as well as the performance of an individual against organizational goals in order to identify individual strengths as well as opportunities in order to imply further improvements. The study evaluates the performance appraisal system of Nass Construction Company and the impact it has on employee performance.	The study evaluates the performance appraisal system of Nass Construction Company and the impact it has on employee performance in terms of responsibilities, skills as well as commitments.	The success for any organization depends on the quality as well as the characteristics of its employees. Employees are known to be the heart of the company. Methodology: qualitative as well as quantitative research was conducted. 55 respondents were selected for this process. Financial records of the company were also checked for this process. Finally, spss was used.	The study suggests that improvement in the appraisal system is required by giving certain motivational benefits to the employees
13	Todd Grubb	2007	Journal of Human Resource Education	Performance Appraisal Reappraised: It's Not All Positive	It is usually carried out with good intentions to monitor and enhance the efficiency of Individual personnel, and contribute to improved overall organizational performance, efficiency, and productivity. Sadly, it's an exercise in futility.	It examines why formal performance management and performance pay fail to meet their goals As elements of the performance improvement program of an organization, and why they are It should be repealed.	PA shows that in order to achieve benefits, individuals can change. In order to obtain more money, praise or a success, they may want to correct their performance. The belief that peoples want to be bribed and held hostage is acknowledged. It neglects The influence of intrinsic motivation, the theory that individuals essentially want to feel good They want to learn, develop and master their craft, which typically often includes learning about themselves. This implies winning the confidence of their colleagues too. Extrinsic motivation created by performance pay can reduce and decrease intrinsic motivation. Intrigue, doing the work itself	In this paper they've concluded that performance evaluation is rather desirable. But in fact, usually, it does It does not deliver the planned and anticipated outcomes and many workers hate it even Managers too. Indeed, this paper presents proof that performance assessment can decrease efficiency, satisfaction, and commitment of employees. it's a generalized, costly, ineffective workout.

14	Josephine Wangari Kihama	2019	International Academic Journal of Human Resource and Business Administration	Performance Appraisal Feedback and Employee Productivity in Water and Sewerage Companies In Kiambu County, Kenya	This study sought to identify The impact performance evaluation system has on water and employee productivity within Kiambu County, sewerage companies in Kenya	To identify the impact of appraisal feedback on employee productivity of sewerage companies within Kiambu County,	Productivity is the final outcome of an organization's production process. In an association, Management is responsible for motivating their staff at all levels to elevate their levels of production, which helps to determine an organization's overall success. Methodology: a stratified sampling technique is used. Questionnaire was used for the same.	Appraisal feedback was given by their managers to employees. It was found by the organization that compared to criticism, positive and adequate feedback on performance is easy to share. It's revealed that in proving the execution of duties, feedback was not adequate and employees weren't interested in discussing their success with other individuals.
15	Brad Shuck	2010		Employee Engagement and HRD: A Seminal Review of the Foundations	This a first exact research to recommend commitment as an indicator variable for the aim to turnover develop. Likewise gives proof that commitment may not be an indicator of the result variable optional exertion, a well-established belief. There is space for further advancement of commitment hypothesis in the HRD scene; be that as it may, the functional ramifications of creating or upgrading representative commitment in the working environment appears to be very clear	To find the historical development in engagement of employees	Surviving writing checked on all through this article features the kinds of builds representative commitment has announced associations with just as the fundamental framework in which commitment is constructed. The idea anyway stays in a condition of advancement. Following stages for commitment hypothesis and the idea of representative commitment depend entirely on the heading of developing exploration and the 12 eagerness of HRD scientists and experts to team up as accomplices just as the capacity to think past customary HRD limits, as recommended by researchers (Reio, 2009). As prove by this survey of writing, there exists a distinction, maybe a few separates, between the scholarly way to deal with worker commitment and the viable application and utility of the exploration. This doesn't anyway anticipate the eventual fate of the idea. Interestingly, this article has tried to recognize regions of distinction and shared trait, shortcoming and quality, just as inquiries for researchers and experts to consider for future system building	As a network of researchers, we should build up the mental fortitude to lead and assemble theoretical scaffolds that associate different networks of research and hypothesis incorporating with energetic, rising structures on which to manufacture our future. The idea of worker commitment is power experts which impact the world.

16	Kahn	1990	International journal of innovative research and development	Manage Employee Engagement to Manage Performance	It is acknowledged that employee engagement has many different aspects in the organisation i.e. cognitive, emotional, and behavioral states. The employee engagement was defined how psychological and physical experiences of work/job, shape the process of occurring or not occurring during trade performances	Should engagement be there psychologically as well as physically when employees perform a role in the organisation	Author defines employee engagement as “the equalising of organization members’ selves to their work roles; in engagement, people work and express themselves while role performing”. The cognitive facet affect employees’ norms and values about the association, their superiors and working environments. The emotional purview of employees feels about each of these three factors and whether they possess either a positive or negative outlook towards the organisation and its superiors. The physical aspect means the physical zeal and energy of the employees to attain their tasks to achieve the goals of the organisation. Methodology Research is of empirical type. Information was gathered from 16 counselors, 9 men and 7 women, average age of 25.5 years. Method used are qualitative: observation, analysis of documents and very deep interview	It is was also acknowledged that employee engagement has many different aspects in the organisation i.e. cognitive, emotional, and behavioral states. The employee engagement was defined how psychological and physical experiences of work/job, shape the process of occurring or not occurring during trade performances. One of the first challenges showed is that there is no good definition of employee commitment which can be used universally.
----	------	------	--	--	--	--	--	---

3. STATEMENT OF PROBLEM

Human Resource managers are responsible for maintaining a sound system for performance assessment. in order to achieve the necessary performance by performance assessment, the level of skills, knowledge and skills available to enhance the total productivity of employees must be used efficiently by the organization. in general, performance evaluation is now regarded as a critical management method. It assists management in setting goals, selecting and training the appropriate staff, and therefore leads to the achievement of the specified goal. It creates acceptable performance levels, and retain workers long enough to Identify any discrepancies between real and expected results.

According to a study it is important to provide employees with proper, performance-based feedback. It is widely recognized that providing employees with feedback is a valuable concept that can encourage and allow self-development and thus can be important for the organization as a whole.

Each organization’s output depends on how much as well as how well an employee’s performance is assessed and evaluated. Moreover, appraisal procedure influences the productivity of employees, under fair working conditions. In this study we are concerned with the impact performance appraisal has on productivity of employees in the Indian Pvt. Sector.

4. OBJECTIVES OF THE RESEARCH

1. To study the relationship between performance appraisal and employee productivity on Indian professionals with the help of secondary data (research papers etc.).
2. To understand the effect gender of the respondents has on their satisfaction with performance ratings.
3. To understand the effect of occupational sector of the respondents on the motivation level.

5. RESEARCH METHODOLOGY

For the purpose of research both primary as well as secondary data was needed.

5.1 Primary data: questionnaire was prepared because it is an easy way to collect information from the people. Sometimes it can be difficult because of the responses that we receive.

Sample size: 120 respondents

Target: Indian professionals

Tool: Regression is applied to know about the impact age and the organizational sector has on employee satisfaction.

Likert scale

It is one of the classic approaches for scaling responses in a survey. the **Likert scale** is a five and sometimes seven-point **scale** which is used to allow the individual to express how much they agree or disagree with a particular statement. It is named after the inventor “Renis Likert” who was a psychologist. When a respondent responds to a Likert scale questionnaire, he/she specifies his/her level of agreement or disagreement.

Its format is as follows

1. Agree
2. Neutral
3. Disagree

This scale helps to measure a positive or negative response of the respondent.

Afterwards an analysis was made which means arranging the raw data to draw an interpretation. In questionnaire analysis usually is done in the form of pie charts. Afterwards interpretation is then something that helps to draw the outcome of the analysis.

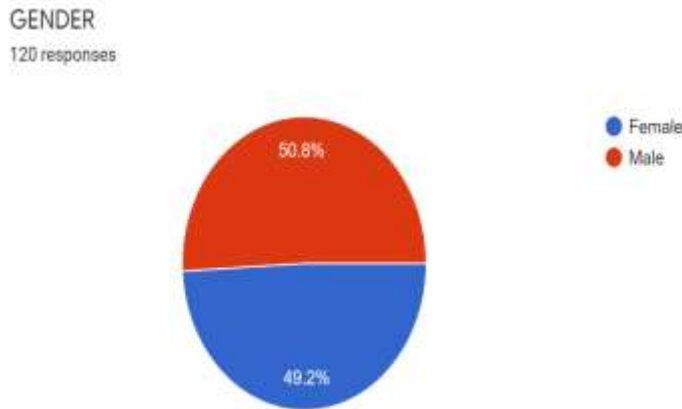
5.2 Secondary data: The data was collected through previous research papers, websites, books, magazines, newspaper etc. It is a data that is collected by someone else. I’ve also used secondary research data in my literature review and introduction as well.

Afterwards an analysis will be made which means arranging the raw data to draw an interpretation. In questionnaire analysis usually is done in the form of pie charts.

Afterwards interpretation is then something that helps to draw the outcome of the analysis.

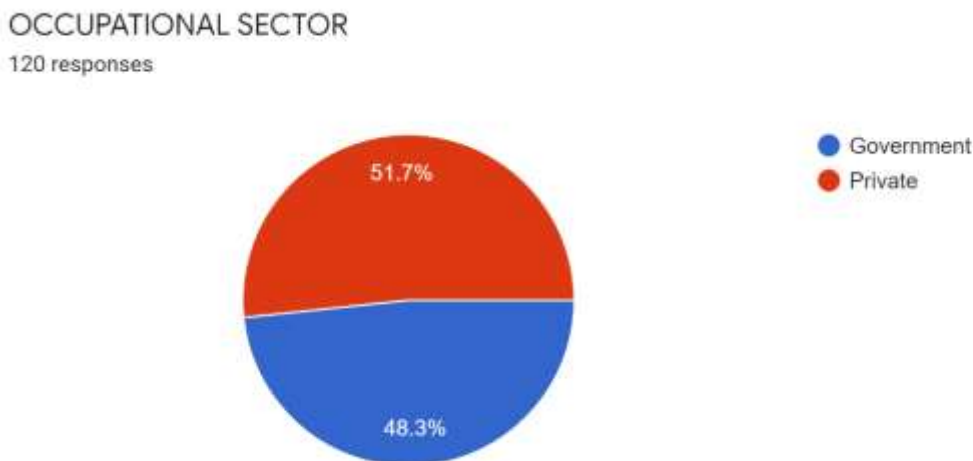
6. DATA ANALYSIS

CHART 6.1



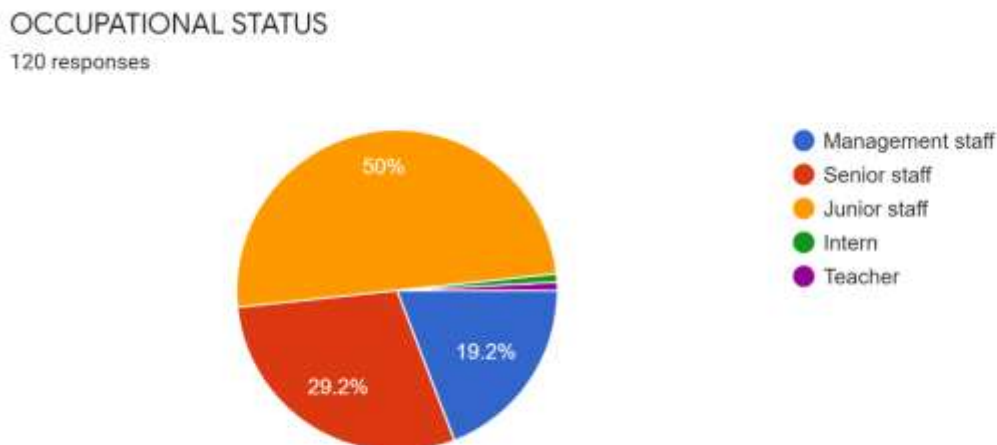
Out of the 120 respondents 61(50.8%) were male and 59 (49.2%) were women. Earlier Indian women were expected to take of their household after getting married and were not expected to work outside. But from the graph we can see times have changed and they have broken all stereotypes proving that they can multitask.

CHART 6.2



Among the respondents who've taken part in my survey 62 respondents are employed in the private sector and 58 respondents are employed in the government sector.

CHART 6.3

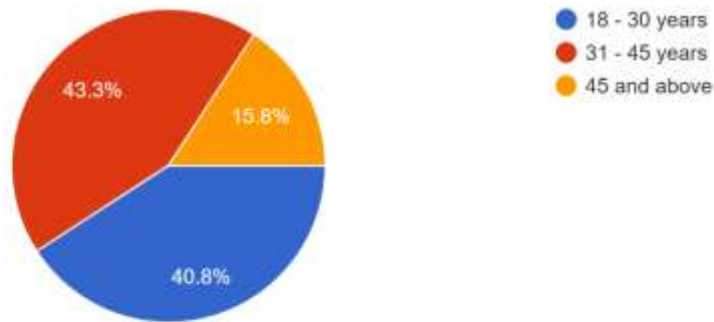


In the above graph 60 respondents are junior staff, 35 respondents are senior staff, 23 are management staff and the rest are others.

CHART 6.4

AGE

120 responses

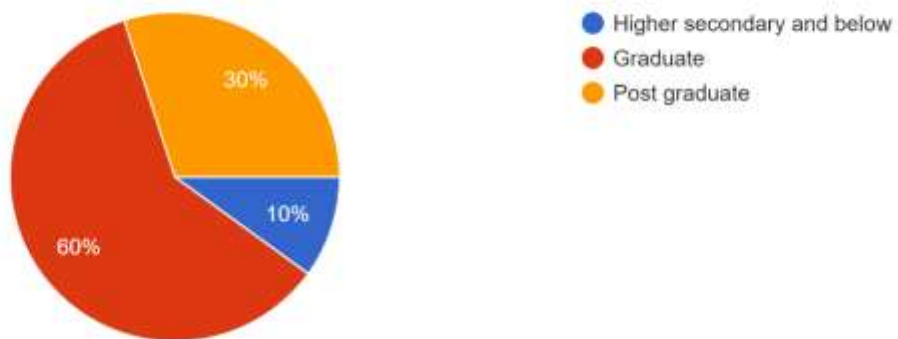


49 respondents are under the age group 18-30 years, 52 respondents are under the age group 31-45 years and the rest are 45 years and above.

CHART 6.5

QUALIFICATIONS

120 responses

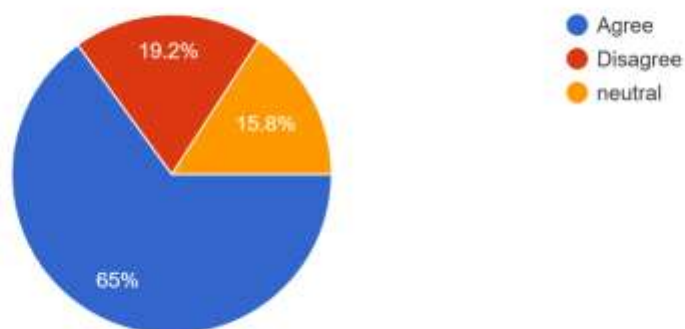


12 of my respondents are higher secondary level qualified, 72 of them are graduates and 36 of them are post graduates.

CHART 6.6

I am aware about the performance appraisal system in my organization

120 responses

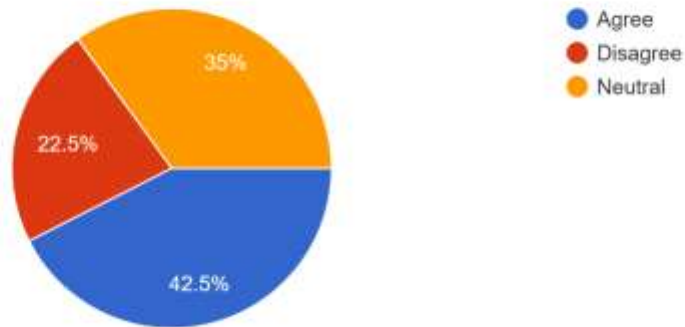


In the above graph only 65% respondents are aware about the PA system in their organization while rest aren't.

CHART 6.7

The current performance appraisal system of the organization is reliable as well as relevant

120 responses

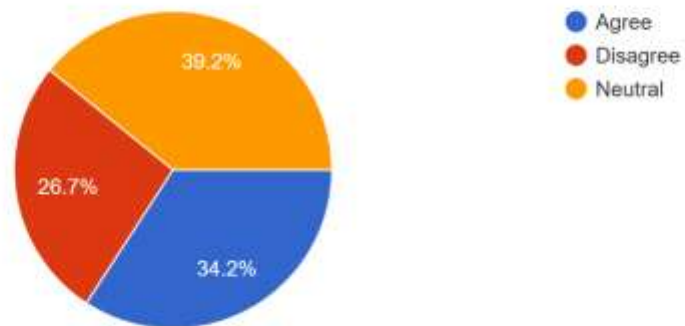


42.4% of the respondents think that the PA system in their organization is relevant while 22.5% don't think that it is relevant.

CHART 6.8

I am satisfied with the way I'm being evaluated and ranked

120 responses

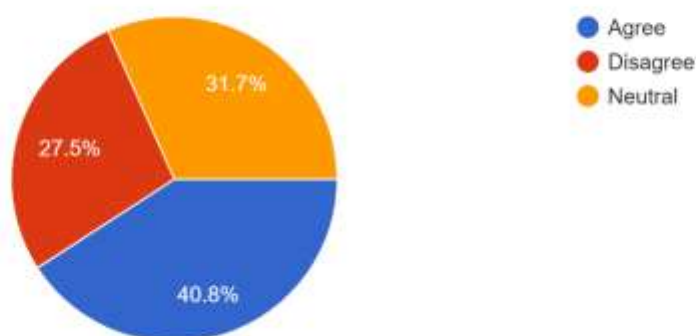


34.2% respondents are happy with the way they are being evaluated as well as ranked in the organization while 39.2% respondents are satisfied and dissatisfied at the same time.

CHART 6.9

The current appraisers are satisfactory

120 responses

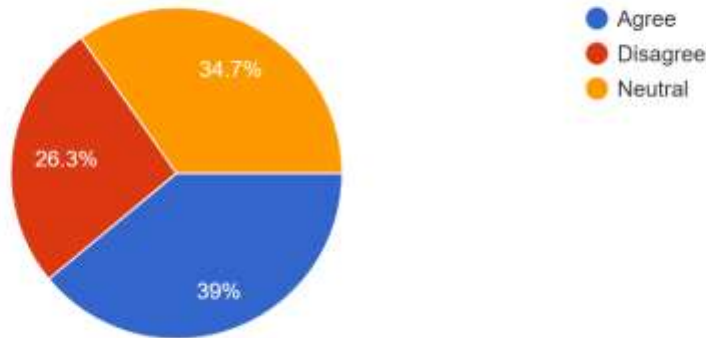


40.8% respondents are satisfied with their appraisers whereas 31.7% respondents are satisfied and dissatisfied at the same time. 27.5% respondents are completely dissatisfied with their appraisers.

CHART 6.10

If appraisal is removed in your organization, do you think performances will be affected

118 responses

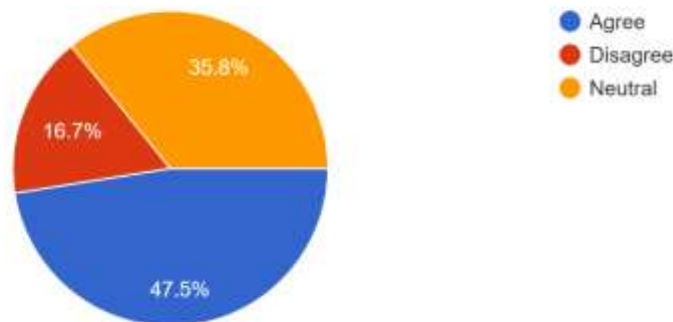


39% of the respondents think that performance can be affected if PA is removed from the organization and only 26.3% respondents disagree to the fact that performance will be affected if PA is removed from their organization.

CHART 6.11

The performance appraisal system has been designed to motivate the employees

120 responses

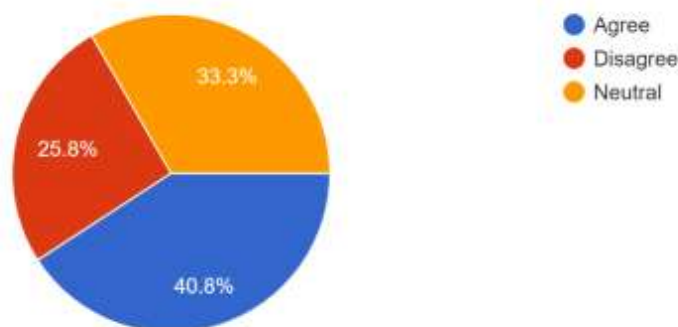


47.5% believe that PA system helps to motivate the employees whereas only 16.7% disagree that PA plays a role in motivating the employees.

CHART 6.12

Performance appraisal system identifies issues related to performance to improve the productivity level

120 responses

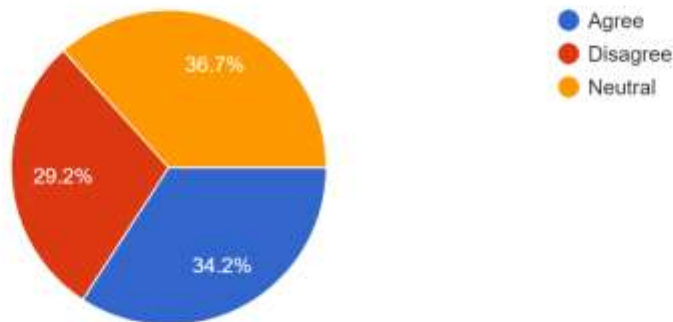


40.8% respondents agree that PA system helps to identify the issues that are related to performance in order to improve the productivity level.

CHART 6.13

Performance appraisal has an impact on my job performance

120 responses

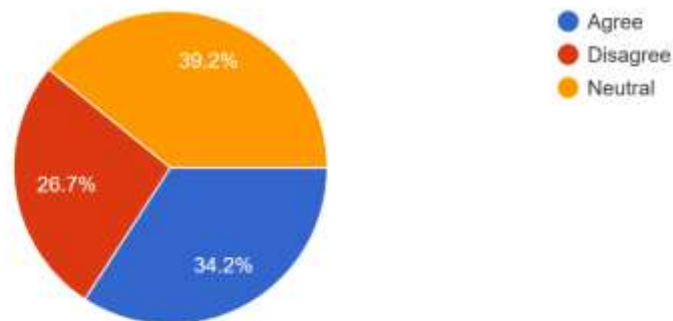


34.2% respondents agree that PA has an impact on their performance and 29.2% believe that PA has no impact on their performance. 36.7% respondents have a neutral opinion regarding this.

CHART 6.14

I am satisfied with my performance ratings

120 responses

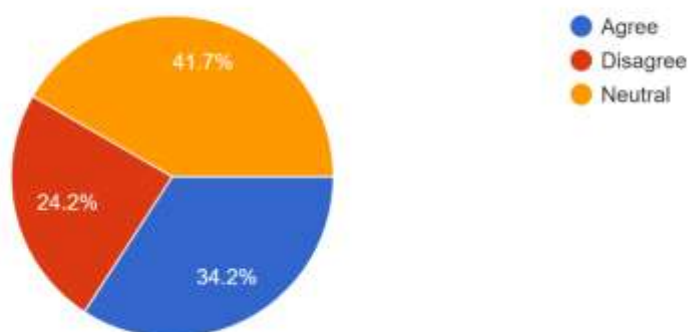


34.2% are satisfied by the way they are being evaluated in their organization whereas 26.7% respondents are dissatisfied by the way they are being evaluated.

CHART 6.15

I am rewarded according to my performance

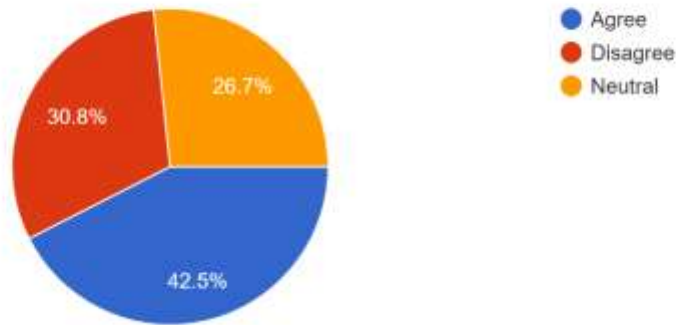
120 responses



34.2% feel that they are being awarded according to their performance whereas 24.2% feel that they aren't being rewarded according to their performance.

CHART 6.16

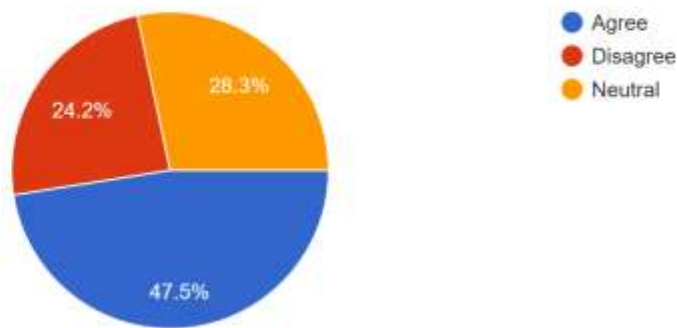
I am satisfied with my job
120 responses



42.5% respondents are satisfied with their job and 30.8% are dissatisfied with their jobs.

CHART 6.17

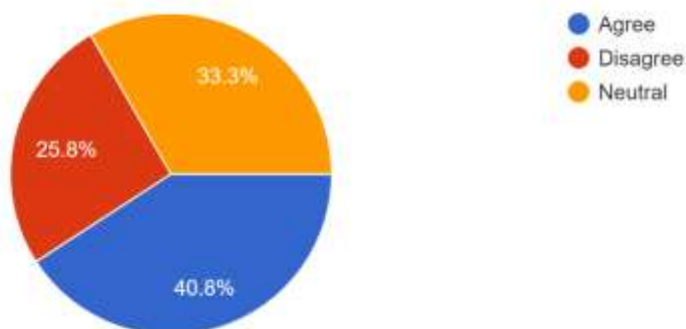
I feel a sense of belongingness with the organization
120 responses



47.5% have a sense of belongingness with the organization and 24.2% don't.

CHART 6.18

Performance appraisal system identifies issues related to performance to improve the productivity level
120 responses



Satisfaction with performance ratings is a dependent factor as its dependence upon the gender of the respondents.

TABLE 2: SUMMARY OUTPUT

Regression Statistics								
Multiple R	0.271957							
R Square	0.073961							
Adjusted R Square	0.066046							
Standard Error	0.795565							
Observations	120							
ANOVA								
	df	SS	MS	F	Significance F			
Regression	1	5.91438	5.91438	9.344547	0.002772			
Residual	118	74.05201	0.632923					
Total	119	79.96639						
	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	1.176936	0.228945	5.140703	1.11E-06	0.723523	1.630349	0.723523	1.630349
2	0.446015	0.145905	3.056885	0.27716	0.157058	0.734972	0.157058	0.734972

The variability in the first table shows that the value of satisfaction is due to several factors out of which 7.39% is contributed by gender. The strength of the relationship is not strong between satisfaction level and gender.

As we can see in the second table the result is insignificant as far as statistics is concerned as p value is more than the significance level

Motivation due to PA system is a dependent factor as its dependence upon the occupational sector of the respondents.

TABLE 3: SUMMARY OUTPUT

Regression Statistics								
Multiple R	0.168259							
R Square	0.061963							
Adjusted R Square	0.043962							
Standard Error	0.883501							
Observations	120							
ANOVA								
	df	SS	MS	F	Significance F			
Regression	1	7.021244886	7.021244886	8.994979834	0.003313541			
Residual	118	90.54655172	0.780573722					
Total	119	97.56779661						
	Coefficients	Standard Error	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	1.162069	0.255922675	4.540703414	1.37976E-05	0.65518186	1.66895607	0.65518186	1.6689561
sector	0.487931	0.162689058	2.999163189	0.003313541	0.165704856	0.81015721	0.16570486	0.8101572

The variability in the first table shows that the value of satisfaction is due to several factors out of which 6.19% is contributed by gender. The strength of the relationship is not strong between motivation due to PA and occupational sector.

As we can see in the second table the result is insignificant as far as statistics is concerned as p value is more than the significance level.

FINDINGS, IMPLICATIONS AND FUTURE RESEARCH DIRECTION

The research shows how performance appraisal effects the productivity of employees. The findings according to certain researchers are as follows:

- There is a relation between PA system and motivation. Performance at work can be improved with the help of PA system. Assessment of performance at regular intervals can lead to the motivation of employees.
- That the assessment led to improved productivity in the employee’s performance. The results also indicated that the chances of productivity being repeated are high when good performance is recognized as well as rewarded and employees can also be rewarded when they meet the desired targets.
- PA even helps to assess the behavior as well as attitude of the employee towards the organization that they are working in
- When employees participate in the PA system of their organization then it usually results in job satisfaction as well as improved employee performance. Many respondents preferred PA policy to be used for career pathing as well.
- Organizational commitment of employees decreases to a level who receive negative feedback and low rating from their appraisers, similarly organizational commitment of employees increases to a level who receive positive feedback and high rating from their appraisers.
- Organizations should ensure that performance assessment is undertaken effectively since it is an important part of human resource areas which also contributes to high employee engagement among the employees of that organization.
- Reward and programs etc. influence employee engagement to a level which in turn has a positive influence on the finances of the company.
- If PA is conducted in a proper manner in an organization then there are chances that the service quality provided by the employees will improve. The study suggested that there is a positive correlation between PA and the service quality which will eventually lead to higher customer satisfaction. Therefore, there is a positive effect between PA and customer satisfaction.
- The findings from the research papers that we referred to showed how PA has an effect on the satisfaction and also the motivation level of employees due to which their productivity level is affected. Most of the research papers that were reviewed showed a positive impact between performance appraisal and employee productivity. There were quite few papers probably one or two papers that showed the negative impact performance appraisal has on employee productivity.
- In the above data analysis, we have tried to find out whether Satisfaction with performance ratings is dependent upon the gender of the respondents. The results stated that the strength of the relationship is not strong between satisfaction level and gender.
- Further we have tried to find out whether Motivation due to PA system is dependent upon the occupational sector of the respondents. The results stated that here also the strength of the relationship is not strong between motivation level and the organizational sector.

- As seen in the research paper only 120 respondents were taken due to which we may not be able to get the desired results as 120 respondents is nothing compared to the population which is in billions. So, the future researcher can take up more respondents in order to reach a generalized result. He/she can also try to apply some other tools such as correlation and also can use some other software if they are not comfortable with excel so that they can have a clear view of the difference that occurs in the result. Due to the restriction for the number of words to be used it was difficult to include everything, so the future researcher must take care of this from the very beginning.

REFERENCES

1. Daoanis, L. E. (2012). Performance appraisal system: It's Implication to Employee Performance. *International Journal of Economics*, Vol. 2, No. 3, 55-62.
2. Grubb, T. (2007). Performance Appraisal Reappraised: It's Not All Positive. *Journal of Human Resource Education 1* Vol. 1, No. 1, Summer 2007, 1-22, Vol. 1, No. 1, 1-22.
3. Kahn. (1990). Manage Employee Engagement to Manage Performance. *International Journal of Innovative Research and Development*, vol. 6 issue 6(1B), 50-62.
4. Kihama. Wainaina. (2019). Performance Appraisal Feedback and Employee Productivity in Water and Sewerage Companies in Kiambu County, Kenya. *International Academic Journal of Human Resource and Business Administration*, Volume 3, Issue 5, 376-393.
5. Onashile, A. (2017). Impact of performance appraisal on employee productivity. *Seinäjoki University of Applied Sciences*, 1-56.
6. Selvarasu, A. (2014). A Study of Impact on Performance Appraisal on Employee's Engagement in An Organization. *International Journal of Managerial Studies and Research*, Volume 2, Issue 11 (ISSN 2349-0349), 10-22.
7. Shaharyar, M. (2014). Impact of Performance Appraisal on Employee Performance. *Journal of Resources Development and Management*, Vol.3, 22-24.
8. Wollard, S. a. (2010). Employee Engagement and HRD: A Seminal Review of the Foundations. vol.6, 89-110.
9. Omusebe, G. (2013, September). Effects of Performance Appraisal on Employee Productivity: A Case Study of Mumias Sugar Company Limited. *INTERNATIONAL JOURNAL OF INNOVATIVE RESEARCH & DEVELOPMENT*, Vol. 2 Issue 9 (ISSN: 2278 – 0211), 51-57.
10. Akinbowale, M. A. (2013, November). The impact of performance appraisal policy on employee performance: a case study of guaranty trust bank in Nigeria. *Mediterranean Journal of Social Sciences*, Vol. 4 No 14 (ISSN 2039-9340).
11. Rana, S. a. (2015, April). The Impact of Performance Appraisal on Organizational Commitment of Bank Employees. *International Journal of Science and Research*, Volume 4 Issue 4 (ISSN (Online): 2319-7064).
12. Porter, P. a. (2015, may). Employee response to formal performance appraisal feedback. *Journal of Applied Psychology*, Vol. 71(2).
13. AHMAD, R. B. (2015, December). Relationship Between Performance Appraisal and Employee Engagement Among Administrative Staff. Vol. 4 issue 4(1).
14. Hemalatha, P. (2019, September). Effectiveness of Performance Appraisal on Employee Productivity in Sail, Salem. *A JOURNAL OF COMPOSITION THEORY*, Volume XII Issue IX (ISSN: 0731-6755), 906-917.
15. V.Karthikeyani. (2020, may). The Effect of Performance Appraisal on Employee Motivation and Productivity. Volume 6 Issue 12 (ISSN: 2349-6002).

REQUEST FOR FEEDBACK

Dear Readers

At the very outset, International Journal of Research in Commerce, IT & Management (IJRCM) acknowledges & appreciates your efforts in showing interest in our present issue under your kind perusal.

I would like to request you to supply your critical comments and suggestions about the material published in this issue, as well as on the journal as a whole, on our e-mail infoijrcm@gmail.com for further improvements in the interest of research.

If you have any queries, please feel free to contact us on our e-mail infoijrcm@gmail.com.

I am sure that your feedback and deliberations would make future issues better – a result of our joint effort.

Looking forward to an appropriate consideration.

With sincere regards

Thanking you profoundly

Academically yours

Sd/-

Co-ordinator

DISCLAIMER

The information and opinions presented in the Journal reflect the views of the authors and not of the Journal or its Editorial Board or the Publishers/Editors. Publication does not constitute endorsement by the journal. Neither the Journal nor its publishers/Editors/Editorial Board nor anyone else involved in creating, producing or delivering the journal or the materials contained therein, assumes any liability or responsibility for the accuracy, completeness, or usefulness of any information provided in the journal, nor shall they be liable for any direct, indirect, incidental, special, consequential or punitive damages arising out of the use of information/material contained in the journal. The journal, neither its publishers/Editors/ Editorial Board, nor any other party involved in the preparation of material contained in the journal represents or warrants that the information contained herein is in every respect accurate or complete, and they are not responsible for any errors or omissions or for the results obtained from the use of such material. Readers are encouraged to confirm the information contained herein with other sources. The responsibility of the contents and the opinions expressed in this journal are exclusively of the author (s) concerned.

ABOUT THE JOURNAL

In this age of Commerce, Economics, Computer, I.T. & Management and cut throat competition, a group of intellectuals felt the need to have some platform, where young and budding managers and academicians could express their views and discuss the problems among their peers. This journal was conceived with this noble intention in view. This journal has been introduced to give an opportunity for expressing refined and innovative ideas in this field. It is our humble endeavour to provide a springboard to the upcoming specialists and give a chance to know about the latest in the sphere of research and knowledge. We have taken a small step and we hope that with the active co-operation of like-minded scholars, we shall be able to serve the society with our humble efforts.

Our Other Journals

