

AN ANALYTICAL STUDY ON THE PERFORMANCE APPRAISAL SYSTEM AT BLUSPRING

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ABSTRACT

Performance appraisal is a critical human resource practice that helps organizations evaluate employee performance, identify strengths and weaknesses, and support strategic goals. This study aims to analyze the effectiveness of the Performance Appraisal System at Bluspring, assessing how it influences employee motivation, productivity, and organizational growth.

The research adopted a descriptive and analytical approach, using both primary data (collected through structured questionnaires distributed to employees and managers) and secondary data (obtained from company reports, HR documents, and existing literature). Key performance indicators such as appraisal accuracy, feedback quality, goal alignment, fairness, and employee satisfaction were examined.

Findings reveal that while the performance appraisal system at Bluspring is systematic and aligned with organizational objectives, several gaps exist in the areas of feedback communication, transparency, and developmental support. Employees generally perceive the system as fair, but some respondents indicated that appraisal outcomes are influenced by subjective judgments rather than measurable performance metrics. The study also highlights the positive impact of Welfare measures.

Key Words :

Employee Welfare Measures¹, Employee Satisfaction², Workplace Safety³, Welfare Facilities⁴, Organizational Performance⁵, Aqua Store Private Limited⁶