ISSN
INTERNATIONAL JOURNAL OF INFORMATION TECHNOLOGY AND MANAGEMENT SCIENCE
2231-6752

A STUDY ON THE ROLE OF HUMAN RESOURCE MANAGEMENT AT UJJIVAN SMALL FINANCE BANK, KUMBAKONAM

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ABSTRACT

Performance appraisal is an important Human Resource practice used to evaluate employee performance and enhance organizational effectiveness. This study focuses on analyzing the effectiveness of the performance appraisal system at Kaashiv Infotech, Chennai. The main objective of the study is to understand employee awareness, satisfaction, motivation, and the impact of appraisal on job performance and employee awareness. The research is based on primary data collected from 100 employees through a structured questionnaire, along with secondary data gathered from company records, journals, and websites. Statistical tools such as percentage analysis, Likert scale method, rating scale, and weighted average method were used for data analysis. The findings reveal that most employees are aware of the appraisal system and consider it moderately to highly effective. The study concludes that while the appraisal system at Kaashiv Infotech is effective in improving job satisfaction, motivation, and identifying training needs, certain improvements are required in transparency, feedback mechanisms, and reward linkage.

Keywords

Performance appraisal[1]*, Human Resource practice*[2]*, organizational effectiveness*[3]*, employee awareness,*[4] *job satisfaction.*[5]