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AN ANALYTICAL STUDY ON ROLE OF THE EFFECTIVENESS OF PERFORMANCE APPRAISAL SYSTEM WITH SPECIAL REFERENCE TO GLACIER TECHNOLOGY, COIMBATORE.

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ABSTRACT

Performance appraisal is a critical human resource management function that evaluates employee performance and aligns individual goals with organizational objectives. This study titled "An Analytical Study on Performance Appraisal System with Special Reference to Glacier Technology, Coimbatore." examines the effectiveness of the performance appraisal system and employee perception towards it.

The study focuses on major appraisal factors such as fairness, transparency, feedback mechanism, supervisor evaluation, promotion opportunities, training linkage, and overall satisfaction. A descriptive research design was adopted. Primary data were collected from 120 employees through structured questionnaires, and secondary data were obtained from HR manuals, journals, and academic books.

Statistical tools such as percentage analysis, weighted average method, satisfaction index, and Spearman's rank correlation were applied to analyze the data. The findings indicate that the majority of employees are satisfied with the appraisal system, though improvements in feedback transparency and employee participation are recommended. The study concludes that an effective performance appraisal system enhances employee motivation, productivity, and organizational performance.

Keywords: Performance Appraisal[1], Human Resource Management[2], Employee Evaluation[3], Job Satisfaction[4], Organizational Effectiveness[5], Feedback System, Productivity[7], Employee Motivation[8].