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AN EMPIRICAL STUDY ON HRM PRACTICES AND ORGANIZATIONAL PERFORMANCE IN UJJIVAN SMALL FINANCE BANK, KUMBAKONAM BRANCH

D. NAGAJOTHI[1]
Student,
Department of Management,
Annai College of Arts And Science, Kovilacheri.

Dr. R. RAJKUMAR[2]
Director & Professor,
Department of Management,
Annai College of Arts and science kovilacheri,India

Dr. K. SENTHILKUMAR[3]
Associate Professor,
Department of Management,
Annai College of Arts and science kovilacheri,India

T . KAMATCHI[4]
Assistant Professor,
Department of Management,
Annai College of Arts and science kovilacheri ,India

ABSTRAT

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 career growth. 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.

KEY WORDS : job satisfaction [1], motivation [2], identifying training needs[3], certain improvements are required in transparency [4], feedback mechanisms [5],