PERCEPTION OF EMPLOYEES TOWARDS THE EFFECTIVENESS OF
PERFORMANCE APPRAISAL SYSTEM IN OIL INDUSTRIES:
AN EMPIRICAL EVALUATION

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ABSTRACT:
The research work entitled “Perception of Employees towards the Effectiveness of Performance Appraisal System in oil Industries : An Empirical Evaluation .The aim of this study was analyses and reveals the performance appraisal system followed in oil industries and employees’ views and suggestions regarding the appraisal process followed by the industries with special reference to Coimbatore city. The sample of 200 respondents was selected for the study using simple random sampling method. The data collected was analyzed using Simple Percentage method, Chi-square analysis, Spearman’s rank correlation coefficient, Karl Pearson’s coefficient of correlation, and weighted average method, F-Test, T-Test and ANOVA. The major findings was that the employees’ attitude towards performance appraisal system will improve their potential capabilities even though the study suggested to the industries was the employees views and suggestions can be given due importance as well as pay attention to increase the satisfaction level of the employees. As the oil industries in Coimbatore are a very promising and also challenging business future, the performance of the employees play a vital role as a driving force of the industry towards success.

KEY WORDS: Performance appraisal methods, performance management, 360 degree feedback