



# REVIEW OF RESEARCH

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## PERCEPTION ANALYSIS OF EMPLOYEES OF FOUNDRY INDUSTRY INSHIROLI MIDC AREA OF KOLHAPUR DISTRICT

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### ABSTRACT

*The purpose of this study is to explore performance appraisal system of employees in Foundry industry in Shiroli MIDC area of Kolhapur District. A questionnaire is prepared by considering perception analysis of the employees considering all objective of the study. Sample size of 100 employees of Foundry is taken by convenient sampling method. Responses were collected by asking questions according to the questionnaire. Performance appraisal is a very effective system for evaluating the performance of employees. It helps employee to understand the usefulness of performance appraisal in day to day function of the organization. It helps to find out current performance of employee and planning for the future development in organization. It helps to understand the employee's key area for the improvement which will help employee for promotions, incentives, transfers etc.*

**KEYWORDS:** Performance appraisal, Perception, Human resource development, Foundry.

### INTRODUCTION

Shiroli MIDC is located at Kolhapur District. This Industrial estate have many foundry units. These foundry units Provide employment to many people. These organisations carry out performance appraisal which give information about the performance ranks. Performance appraisal help for decision regarding salary fixation, conformation, promotion, transfer and demotion. Performance appraisal Provide feedback information about the level of achievement and behavior of the subordinate. This information helps to review the performance of the subordinate, ratifying performance deficiencies and set new standards of work. It also Provide information to diagnose deficiency in the employee regarding the skill, knowledge, determine training and developmental needs and to prescribe the means for employee growth provides information for correcting placement & to prevent grievances and in disciplinary activities.

### OBJECTIVES OF THE STUDY

1. To study the performance appraisal system in Foundry industry
2. To study the understanding the usefulness of performance appraisal in Foundry industry
3. To study the areas for improvement through performance appraisal in Foundry industry

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## SCOPE OF THE STUDY

The scope of the study determined employee motivation practices in the organization in following areas.

### a) Geographical scope -

Geographical scope of the research study is restricted to Foundry industry the information will be collected from various foundries in Industrial estate.

### b) Topical scope -

The study of the performance appraisal covers functional area HR in Foundry industry of Kolhapur.

### c) Analytical scope:-

The present study focus on performance appraisal has an impact on the employees from their job they have provided team work, good working relation, proper training.

## LIMITATIONS OF STUDY

- 1) Employees are reluctant to share information
- 2) The findings could not be generalized

## RESEARCH METHODOLOGY

### A) Data Collection:

As it is important to know the perception of individual, descriptive type of research is the helpful tool for the researcher to understand the characteristics.

#### ➤ Primary Data

A questionnaire is prepared by considering perception analysis of the employees considering all objective of the study. Area to which survey is to be done is decided as Sample size of 100 employees of Foundry is taken by convenient sampling method. Responses were collected by asking questions according to the questionnaire.

#### ➤ Secondary Data

Some of secondary data is obtained from different books, literatures, reports; DICs annual reports and Governments web sites using internet etc. Review of the available materials and includes a survey of literature, it consists of study of relevant books, Journals and abstracts of different doctoral research dissertations of the related topic.

### B) Sample Design

i) *Sample unit (area)*: Shirol MIDC, Kolhapur District, State - Maharashtra, India.

ii) *Sampling Method*: Convenient sampling method

iv) *Sample Size*: 100 employees of Foundry Industry from Shirol MIDC, Kolhapur district.

C) *Research Instruments*: Questionnaire was prepared having 5 point likert scale.

## Foundry Industry

The Indian foundry industry manufacturers metal cast components for applications in Auto, Tractor, Railways, Machine tools, Sanitary, Pipe Fittings, Defense, Aerospace, Earth Moving, Textile, Cement, Electrical, Power machinery, Pumps / Valves, Wind turbine generators etc. Foundry Industry has a turnover of approx. USD 19 billion with export approx. USD 2.5 billion. However, Grey iron castings have the major share

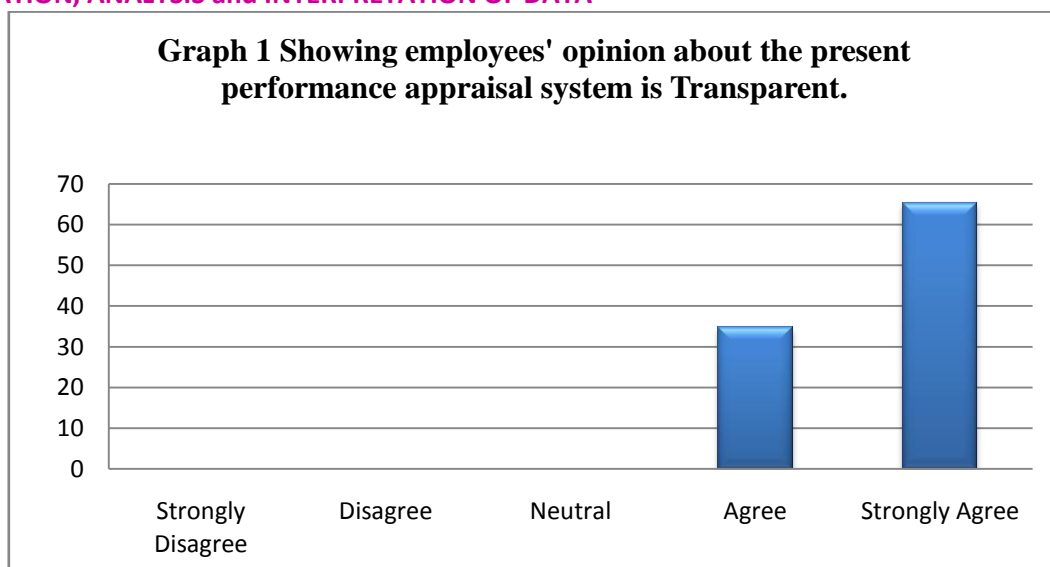
i.e. approx 68% of total castings produced. There are approx 5000 units out of which 90% can be classified as MSMEs

### Performance appraisal

Performance appraisal consists of two words performance and appraisal. Performance means how well an employee performs his job and appraisal means evaluate measure or judge the performance of an employee. Performance is measured as best, average and poor, it may be described with the help of a valid standard. If the performance is above the set standards, we say it is superior performance. If the performance is up to the standard, it is an average performance and if the performance is below the standard, it is described as poor performance.

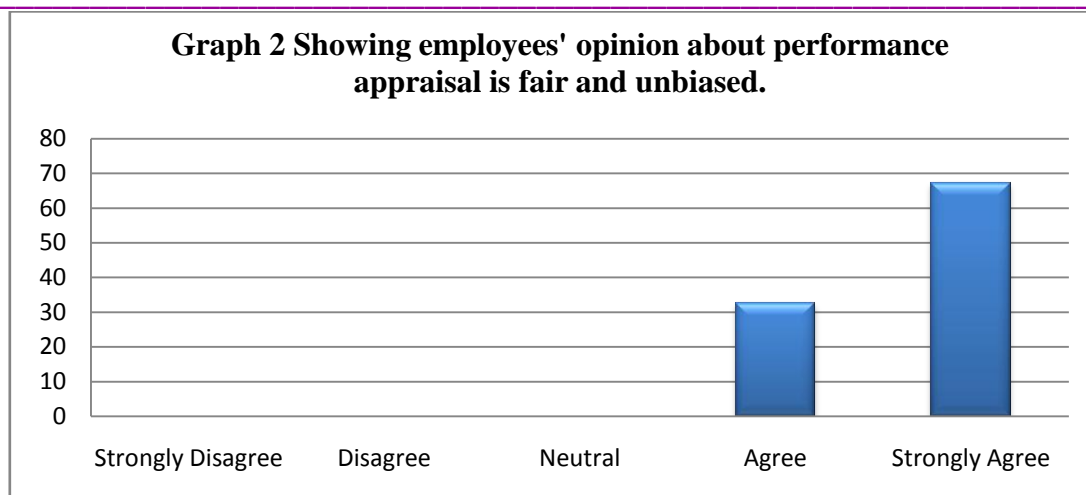
Performance appraisal is a process of evaluating work of the employees which is aimed towards the accomplishment of organizational and individual employee's goal. Thus, performance appraisal of an employee is the process of evaluating the performance of the employee on the job in terms of the requirements of the job.

### PRESENTATION, ANALYSIS and INTERPRETATION OF DATA



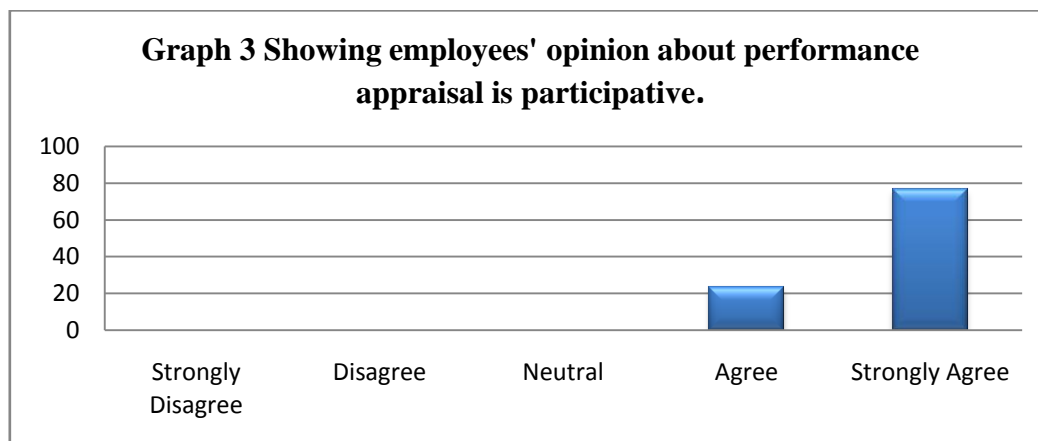
**Analysis:** There is 34.69% employees agree with the performance appraisal system is transparent. And 65.31% employee strongly agree with the present performance appraisal system is Transparent.

**Interpretation:** It is interpreted that organization have long use performance feedback-information about the effectiveness of one's work behave to improve employee productivity.



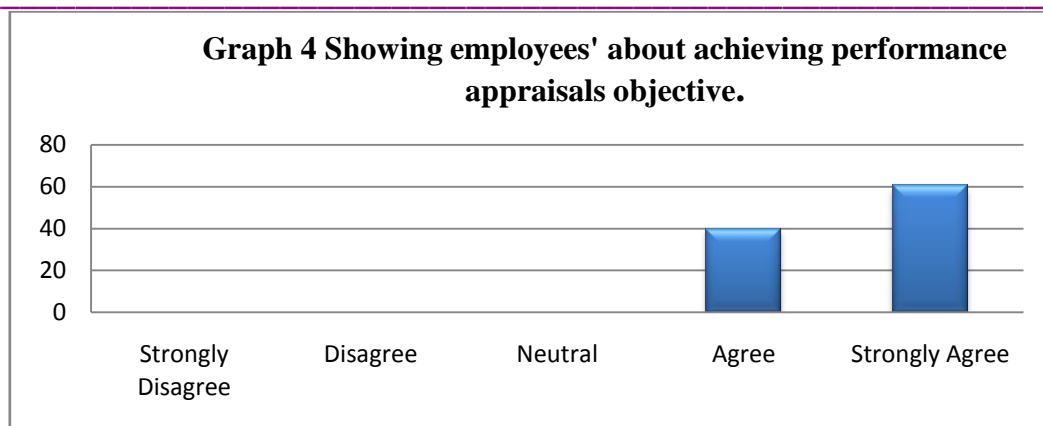
**Analysis:** There 32.65% employees agree with the performance appraisal is fair and unbiased. And 67.34% employee are strongly agree with the performance appraisal is fair and unbiased.

**Interpretation:** It is concluded that proper reward for good work given by organization as per their performance appraisals.



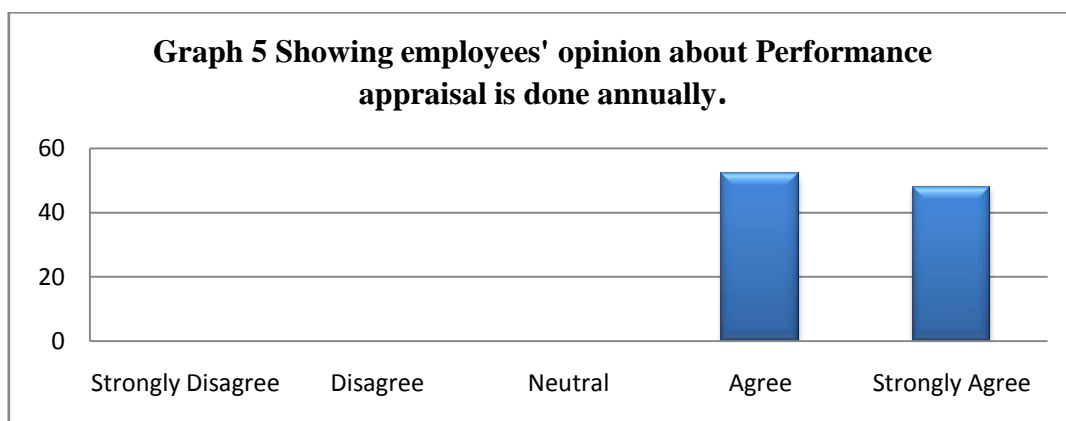
**Analysis:** 23.46 % employees agree with the performance appraisals was participative and 76.53% employee strongly agree with the performance appraisals was participative.

**Interpretation:** It is interpreted that work analysis of all employees in organization is being on time.



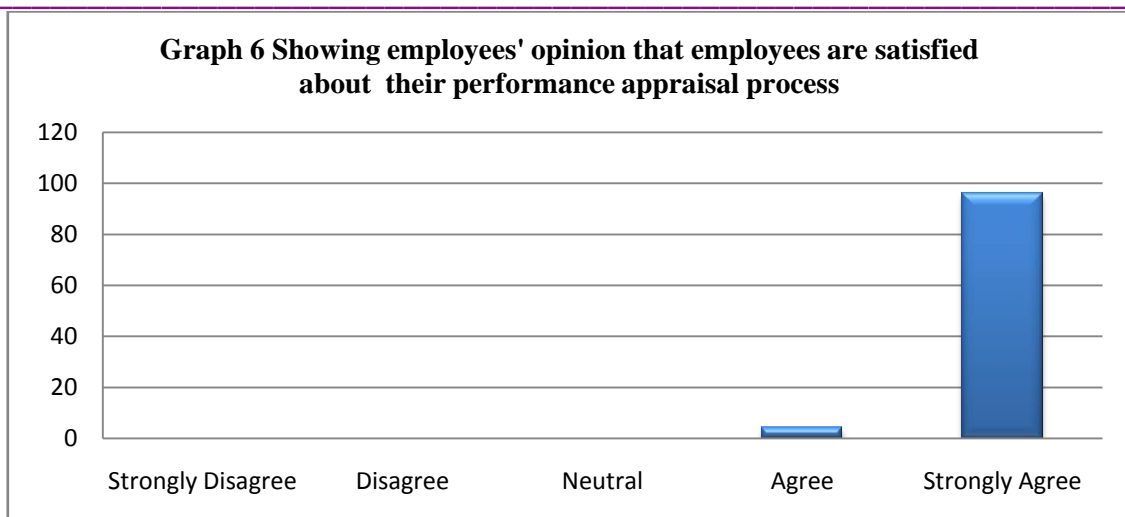
**Analysis:** 39.79 % employees agree with the achieving performance appraisals objective. And 60.20% employees strongly agree with the achieving performance appraisals objective.

**Interpretation:** It is concluded that performance appraisal of employees one of the most efficient methods for employees development, motivation and evaluation is modern time.



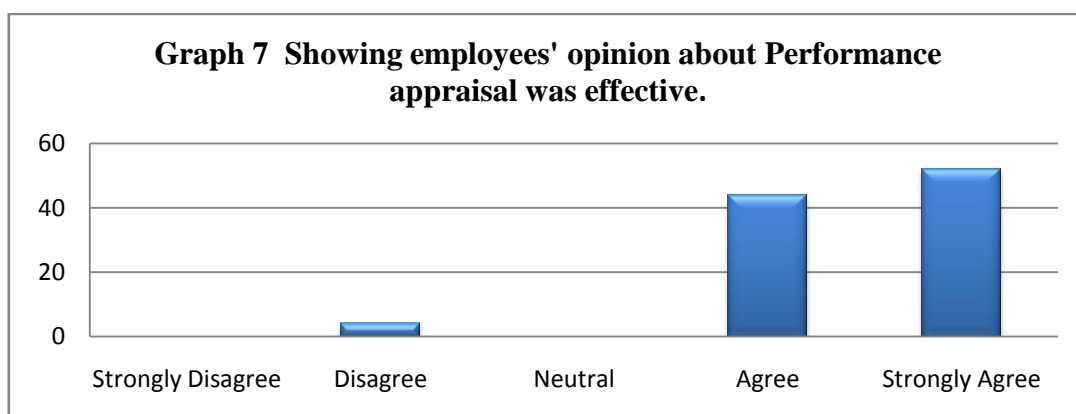
**Analysis:** 52.04% employees agree with the performance appraisal is done annually. And 47.95% employee are strongly agree with the performance appraisal is done annually.

**Interpretation:** It is interpreted that organization check to the employees' performance appraisal is necessary to understand each employee's ability



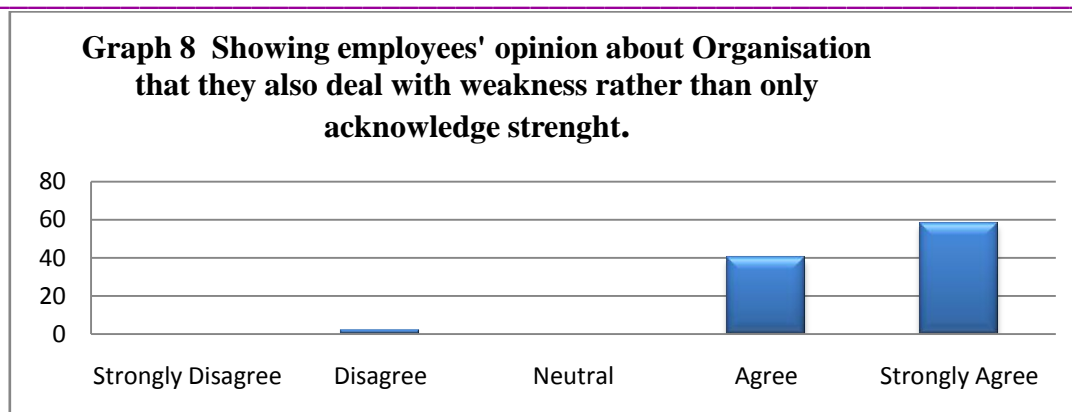
**Analysis:** 4.08% employees agree with they are satisfied about performance appraisal. And 95.91% employees agree with they are satisfied about performance appraisal.

**Interpretation:** It is concluded that employees are satisfied with the current performance appraisal process use in the organization



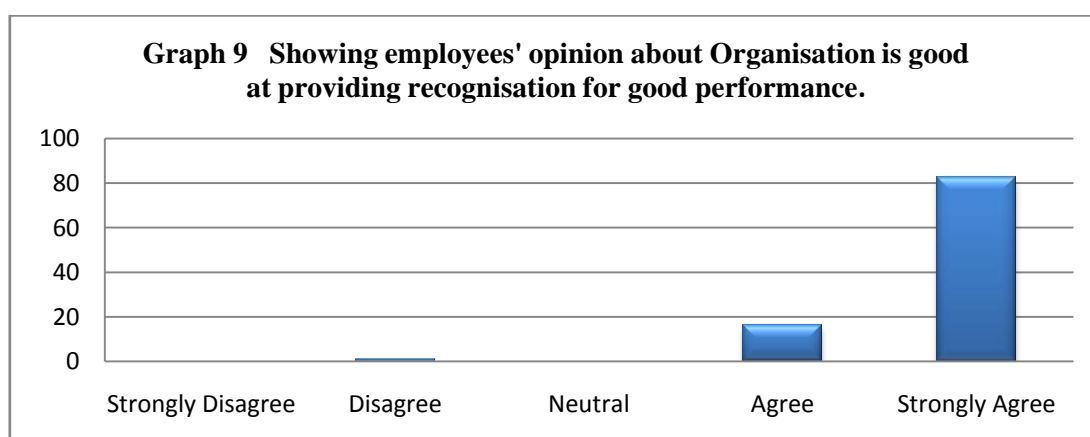
**Analysis:** Above Graph explain that there are only 4.08% employees disagree with the performance appraisal was effective. 43.87% employee are agree with the performance appraisal was effective. And 52.04% employee are agree with the performance appraisal was effective.

**Interpretation:**It is interpreted that improvement in skills of employees because of performance appraisal.



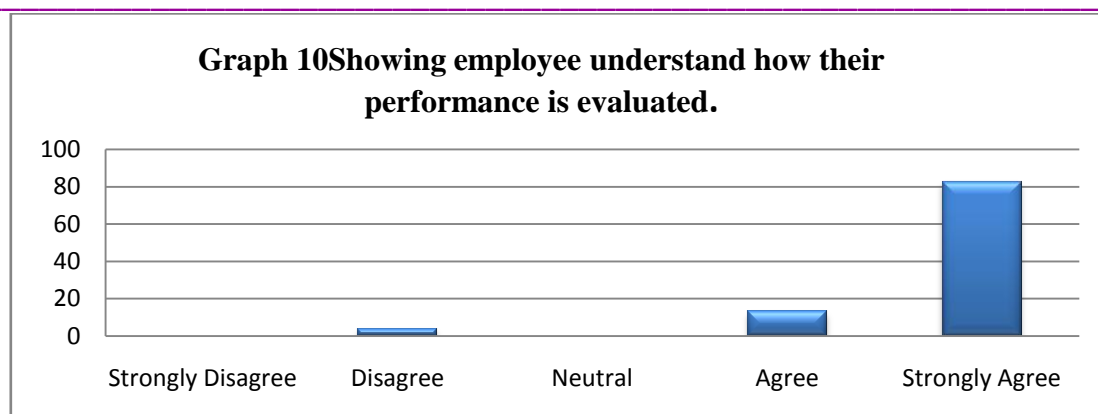
**Analysis:** The above graph said that there are 39.79% employees agree with the Organization that they also deal with weakness rather than only acknowledge strength. And 58.16% employees strongly agree with the Organization that they also deal with weakness rather than only acknowledge strength.

**Interpretation:** It is concluded that effective evolution of work of employees is done leads to use their strengths in positive manner for growth of that employees as well as an organization.



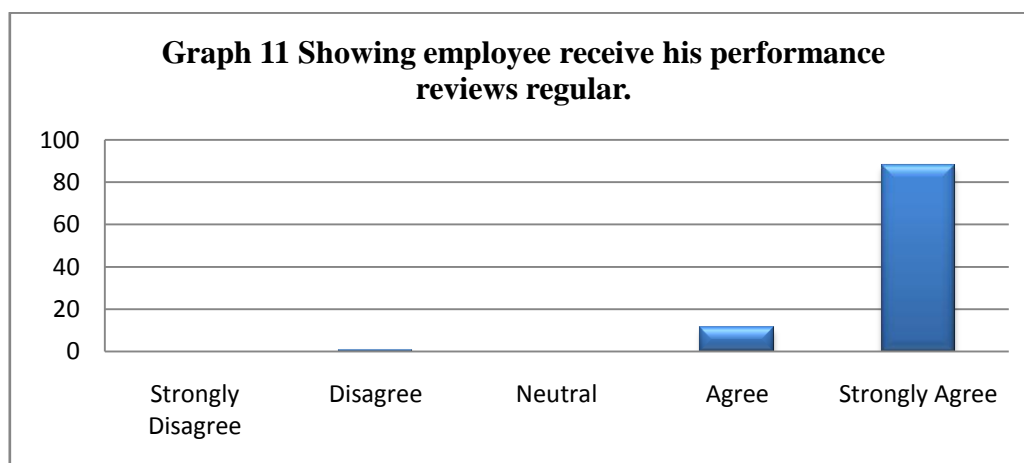
**Analysis:** Above graph says that the 1.02 % employees disagree with the Organization is good at providing recognition for good performance. 16.32% employees agree with the Organization is good at providing recognition for good performance. And 82.65% employees strongly agree with the Organization is good at providing recognition for good performance

**Interpretation:** It is interpreted that rewards are given by company for their excellent work.



**Analysis:** The above graph says that the 4.08 % employees disagree with theyunderstand how their performance is evaluated. 13.26% employees agree withtheyunderstand how their performance is evaluated. And 82.65% employees strongly agree with theyunderstand how their performance is evaluated.

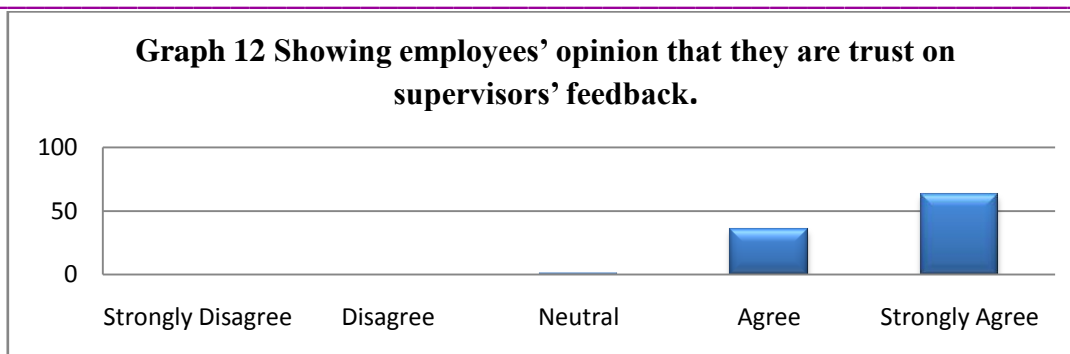
**Interpretation:** It is interpreted that all employees are involved in fair performance appraisal.



**Analysis:** The above graph says that there are .02% employees disagree with the employee receive his performance reviews regular. 11.22% employee are agree with the employee receive his performance reviews regular. And 87.75% employee are strongly agree with the employee receive his performance reviews regular.

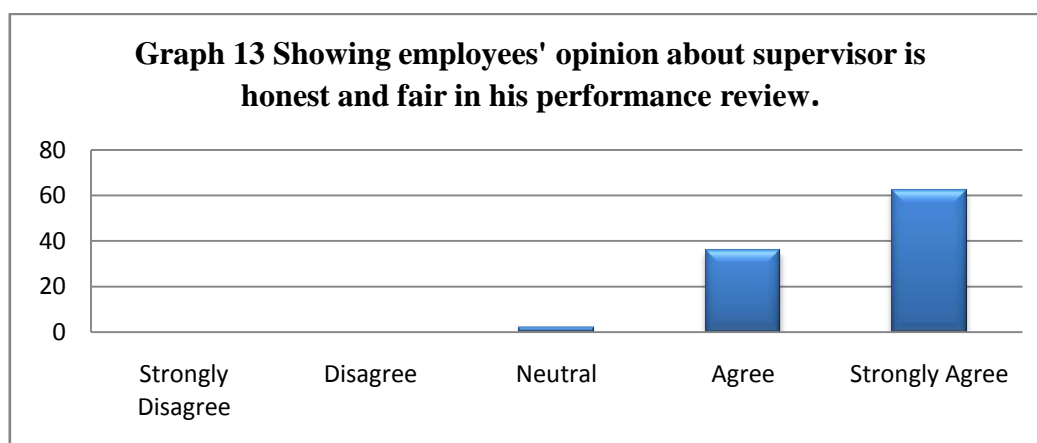
**Interpretation:** It is concluded that every year best employee award is given in organization.





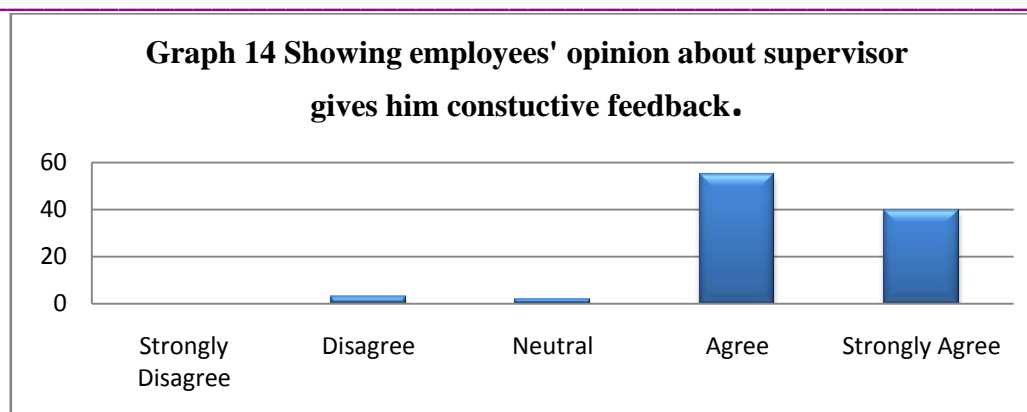
**Analysis:** The above graph says that there are 1.02% employees are neutral the employees' opinion that they are trust on supervisors' feedback. 35.71% employees are agree with the employees' opinion that they are trust on supervisors' feedback. And 63.26% employees are strongly agree with the employees' opinion that they are trust on supervisors' feedback.

**Interpretation:** It is interpreted that unbiased appraisal of employees work is done by supervisor.



**Analysis:** The above graph tells that there are 2.04% employees disagree with the supervisor is honest and fair in his performance review. 35.71% employee are agree with the supervisor is honest and fair in his performance review. And 62.24% employee are strongly agree with the supervisor is honest and fair in his performance review

**Interpretation:** It is concluded that unbiased appraisal of employees work is done by supervisor.



**Analysis:** The above graph tells that there are 3.06 % employees disagree with the supervisor gives him constructive feedback. 2.04% employees' neutral with the supervisor gives him constructive feedback. 55.10% employees agree with the supervisor gives him constructive feedback. And 39.79% employees strongly agree with the supervisor gives him constructive feedback.

**Interpretation:** It is interpreted that supervisor analyze each employees work and guide them for their queries in his work.

## FINDINGS

1. It is found that in Foundry industry the performance appraisal system is transparent. (Graph 1)
2. It is found that in Foundry industry the performance appraisal is fair and unbiased. (Graph 2)
3. It is found that in Foundry industry the performance appraisal is participative. (Graph 3)
4. It is found that performance appraisal of employees is more effective in Foundry industry. (Graph 4)
5. It is found that performance appraisal is done every year in Foundry industry. (Graph 5)
6. It is found that employees' of Foundry industry's more satisfied with current performance appraisal process. (Graph 6)
7. It is found that performance appraisal is more effective in Foundry industry. (Graph 7)
8. It is found that Foundry industry is deal with weakness as well as acknowledge strength of employees. (Graph 8)
9. It is found that Foundry industry is providing recognition for good performance. (Graph 9)
10. It is found that employees' of Foundry industry understand how their performance is evaluated. (Graph 10)
11. It is found that in Foundry industry employees' receive his performance review regular. (Graph 11)
12. It is found that in Foundry industry employees' trust on supervisor feedback. (Graph 12)
13. It is found that in Foundry industry supervisors is honest and fair about employees performance review. (Graph 13)
14. It is found that in Foundry industry supervisor are gives constructive feedback. (Graph 14)

## CONCLUSION

Performance appraisal is a very effective system for evaluating the performance of employees. It helps employee to understand the usefulness of performance appraisal in day to day function of the organization. It helps to find out current performance of employee and planning for the future development in organization. It helps to understand the employee's key area for the improvement which will help employee for promotions, incentives, transfers, etc.

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