**ABSTRACT**

People differ in their abilities and their aptitudes. There is always some difference between the quality and quantity of the same work on the same job being done by two different people. **Performance appraisals of Employees** are necessary to understand each employee’s abilities, competencies and relative merit and worth for the organization. **Performance appraisal** rates the employees in terms of their performance.   
  
Performance appraisals are widely used in the society. The history of performance appraisal can be dated back to the 20th century and then to the second world war when the merit rating was used for the first time. An employer evaluating their employees is a very old concept. Performance appraisals are an indispensable part of performance measurement.

**Performance appraisal** is necessary to measure the performance of the employees and the organization to check the progress towards the desired goals and aims.   
  
The latest mantra being followed by organizations across the world being – "get paid according to what you contribute" – the focus of the organizations is turning to performance management and specifically to individual performance. Performance appraisal helps to rate the performance of the employees and evaluate their contribution towards the organizational goals. If the process of performance appraisals is formal and properly structured, it helps the employees to clearly understand their **roles and responsibilities** and give direction to the individual’s performance. It helps to align the individual performances with the organizational goals and also review their performance.  
  
Performance appraisal takes into account the past performance of the employees and focuses on the improvement of the future performance of the employees. An attempt has been made to study the current [global trends](http://appraisals.naukrihub.com/global-trends.html) in performance appraisal.