

DBMS PROJECT

ON

Employee Performance Appraisal System

INTRODUCTION

An employee performance appraisal, also known as a “performance review,” is a process used by organizations to give employees feedback on their job performance and formally document that performance. Formalized performance evaluation permits an orderly and rational way of determining promotion, salary increase, transfers, training needs, potential retrenchment, retirement, reassignment, termination of appointment etc.

Generally, the aims of a performance evaluation and management systems are to: •

Give feedback on performance to employees,

- Identify employee training needs.
- Document criteria used to allocate organizational rewards.
- Form a basis for personnel decisions: salary increases, promotions, disciplinary actions, etc.
- Provide the opportunity for organizational diagnosis and development.
- Facilitate communication between employee and administration.
- Validate selection techniques and human resource policies to meet Federal Equal Employment Opportunity requirements.

PROBLEM STATEMENT

Managing Human Resources in today’s dynamic environment is becoming more and more complex as well as important. People are now being recognized as a valuable resource in an organization. More now than ever, the inability of organizations to implement an effective performance appraisal strategy has hindered them from achieving competitive advantage. Objectivity and fairness are hindered, as many times, appraisal processes are not systematic and regular and are often affected by personal influences occasioned by organizations preoccupation. This hinders the overall performance of individuals; hence a 360 degrees’ appraisal system should be put in place whereby everybody is involved in the appraisal process and the average are also considered. Organizations should start giving more importance to evaluation of their employees and accept that training needs can only be identified from performance appraisal outcomes.

SOLUTION

With the right kind of performance evaluation system, industrial needs can be fulfilled, and staff appraisal carried out in organizations for administration, informative and motivational purposes. Formalized performance evaluation permits an orderly and rational way of determining promotion, salary increase, transfers, training needs, potentials, retrenchment, reassignment, termination of appointment, etc.

The Employee Performance Evaluation System is a simple project that can help a certain company evaluate the performance of their employees based on their task accomplishments. This system has 3 types of users which are the Admin, Employee, and Evaluator. The Admin Side is the system user that in-charge of managing the important data of the system such as the department, designation, employee list, and list of evaluators. The admin has access to all the data stored and the database. The Employee side is the system users that can only access the tasks where they are assigned and submit their progress. The submitted progress of the employee in each task will be the reference of the evaluators on how they will rate the employees. The Evaluator side is the system user side that evaluates the performance of the employees' every task. They will evaluate the employees by their efficiency, timeliness, quality, and employees' accuracy to accomplish a certain task.

This Performance Appraisal System will serve to be a more strategic approach to integrating HR activities and business policies and may be seen as a generic term covering a variety of activities through which organizations seek to assess employees and develop their competence, enhance performance, and distribute rewards. Thus, both practice and research can be made to move away from a narrow focus on psychometric and evaluation issues to developmental performance appraisal, which may be defined as any effort concerned with enriching attitudes, experiences and skills that improves the effectiveness of employees. Individual contribution and performance is tracked against organizational goals and individual opportunities and strength is assessed for future improvements. Only when individuals are continuously appraised and evaluated can organizational performance and its resultant efficiency and effectiveness be achieved.

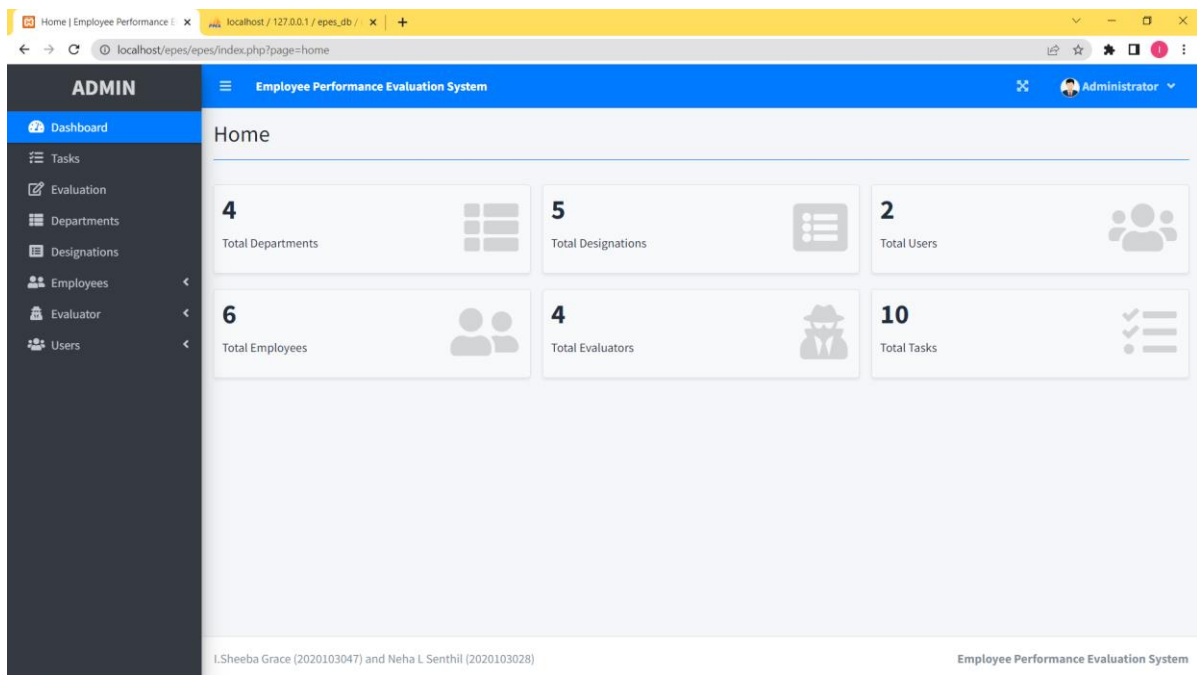
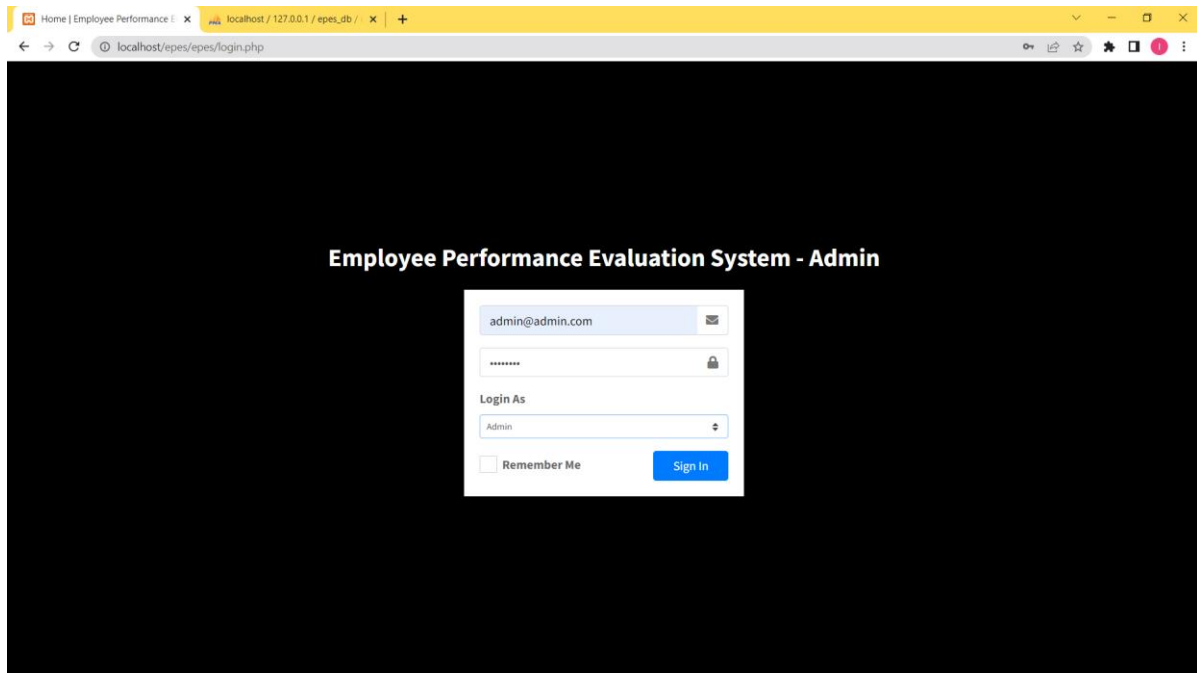
TOOLS USED

- For front-end design: -
 - HTML
 - CSS
 - JavaScript(jQuery/Ajax)
 - Bootstrap
- For backend design: -
 - PHP
 - MySQLi

Working:

Administrator Login:

The administrator can add employees, evaluators, departments, designations, and assign tasks and evaluators to employees.



Task List | Employee Performance

localhost / 127.0.0.1 / epes_db /

localhost/epes/epes/index.php?page=task_list

Administrator

ADMIN

Dashboard

Tasks

Evaluation

Departments

Designations

Employees

Evaluator

Users

Employee Performance Evaluation System

Task List

+ Add New Task

Show 10 entries

Search:

#	Task	Due Date	Assigned To	Status	Action
1	Sample Task 1 Sample Only	Dec 02, 2020	Smith, John	Complete Over Due	Action
2	Sample Task 2 Lorem ipsum dolor sit amet, consectetur adipiscing elit. Sed gravida, magna eu sagittis venenatis, lorem tellus mollis tellus, viverra facilisis metus odio vel dui. Sed posuere...	Dec 24, 2020	Smith, John	Pending Over Due	Action
3	Task Difficult Difficult task to do! Hurry up!	Apr 13, 2022	1, Employee	Complete Over Due	Action
4	Sample Task 3 Sample Task 3. Just a sample task to do.	May 02, 2022	1, Employee	Complete Over Due	Action
5	Sample Task 4	Apr 30, 2022	1, Employee	On-Progress Over Due	Action
6	Samole Task 5	Anr 30, 2022	2. Emolovee	Complete Over Due	Action

I.Sheeba Grace (2020103047) and Neha L Senthil (2020103028)

Employee Performance Evaluation System

ADMIN

Dashboard

Tasks

Evaluation

Departments

Designations

Employees

Evaluator

Users

Employee Performance Evaluation System

Administrator

Evaluation

+ Add New Evaluation

Show 10 entries

Search:

#	Task	Name	Evaluator	Performance Average	Action
1	Task difficult	1, Employee	Blake, Claire	85.00%	Action
2	Sample Task 3	1, Employee	Blake, Claire	100.00%	Action
3	Sample Task 5	2, Employee	2, Evaluator	100.00%	Action
4	Create a sales database	Edward, Joseph	Rose, Jasmine	80.00%	Action
5	Task New 1	Rose, Crystal	Rose, Jasmine	80.00%	Action
6	Sample Task 1	Smith, John	Blake, Claire	95.00%	Action

Showing 1 to 6 of 6 entries

Previous1Next

I.Sheeba Grace (2020103047) and Neha L Senthil (2020103028)Employee Performance Evaluation System

ADMIN

Dashboard

Tasks

Evaluation

Departments

Designations

Employees

Evaluator

Users

Employee Performance Evaluation System

Administrator

Department

+ Add New

Show 10 entries

Search:

#	Department	Description	Action
1	Computer Science and Engineering		<div></div>
2	ECE		<div></div>
3	IT Department	Information Technology Department	<div></div>
4	Sample Departement	Sample Only	<div></div>

Showing 1 to 4 of 4 entries

Previous1Next

I.Sheeba Grace (2020103047) and Neha L Senthil (2020103028)Employee Performance Evaluation System

Designation | Employee Perform...localhost / 127.0.0.1 / epes_db / x +localhost/epes/epes/index.php?page=designation

ADMIN











DashboardTasksEvaluationDepartmentsDesignationsEmployeesEvaluatorUsers

Employee Performance Evaluation SystemAdministrator

Designation

+ Add New

Show 10 entriesSearch:

#	Designation	Description	Action
1	Jr. Programmer	Junior Programmer	 
2	Project Manager	Project Manager	 
3	QA/QC Analyst	Quality Assurance and Quality Control Analyst	 
4	Sr. Programmer	Senior Programmer	 
5	Trainer	Trainer in ECE	 

Showing 1 to 5 of 5 entries

Previous1Next

I.Sheeba Grace (2020103047) and Neha L Senthil (2020103028)Employee Performance Evaluation System

New Employee | Employee Perf...localhost / 127.0.0.1 / epes_db / x +localhost/epes/epes/index.php?page=new_employee

ADMIN

DashboardTasksEvaluationDepartmentsDesignationsEmployeesEvaluatorUsers

Employee Performance Evaluation SystemAdministrator

New Employee

First Name

Middle Name (optional)

Last Name

Department

Designation

Evaluator

Avatar

Email

Password

Confirm Password

Choose file

Browse

Avatar

Save

Cancel

I.Sheeba Grace (2020103047) and Neha L Senthil (2020103028)Employee Performance Evaluation System

New Evaluator | Employee Performance Evaluation System

localhost / 127.0.0.1 / epes_db /

localhost/epes/epes/index.php?page=new_evaluator

Administrator

ADMIN

Dashboard

Tasks

Evaluation

Departments

Designations

Employees

Evaluator

Add New

List

Users

New Evaluator

First Name

Email

Middle Name (optional)

Password

Last Name

Confirm Password

Avatar

Choose file

Browse

Avatar

Save

Cancel

I.Sheeba Grace (2020103047) and Neha L Senthil (2020103028)

Employee Performance Evaluation System

New User | Employee Performance Evaluation System

localhost / 127.0.0.1 / epes_db /

localhost/epes/epes/index.php?page=new_user

Administrator

ADMIN

Dashboard

Tasks

Evaluation

Departments

Designations

Employees

Evaluator

Users

Add New

List

New User

First Name

Email

Last Name

Password

Avatar

Choose file

Browse

Avatar

Confirm Password

Save

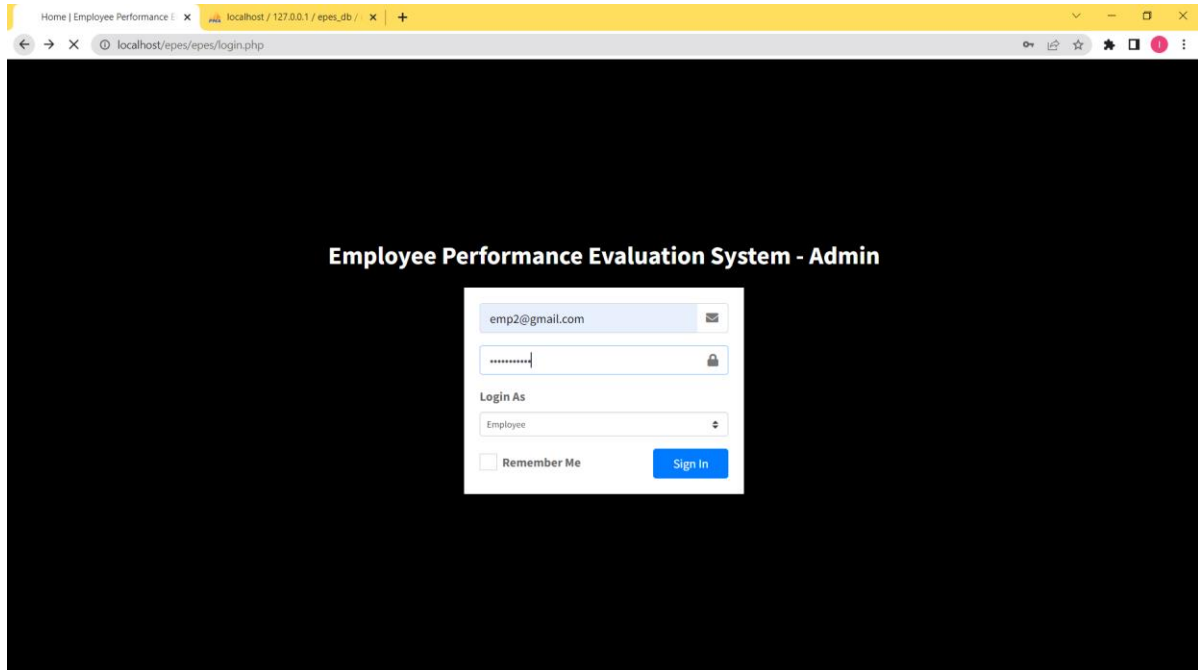
Cancel

I.Sheeba Grace (2020103047) and Neha L Senthil (2020103028)

Employee Performance Evaluation System

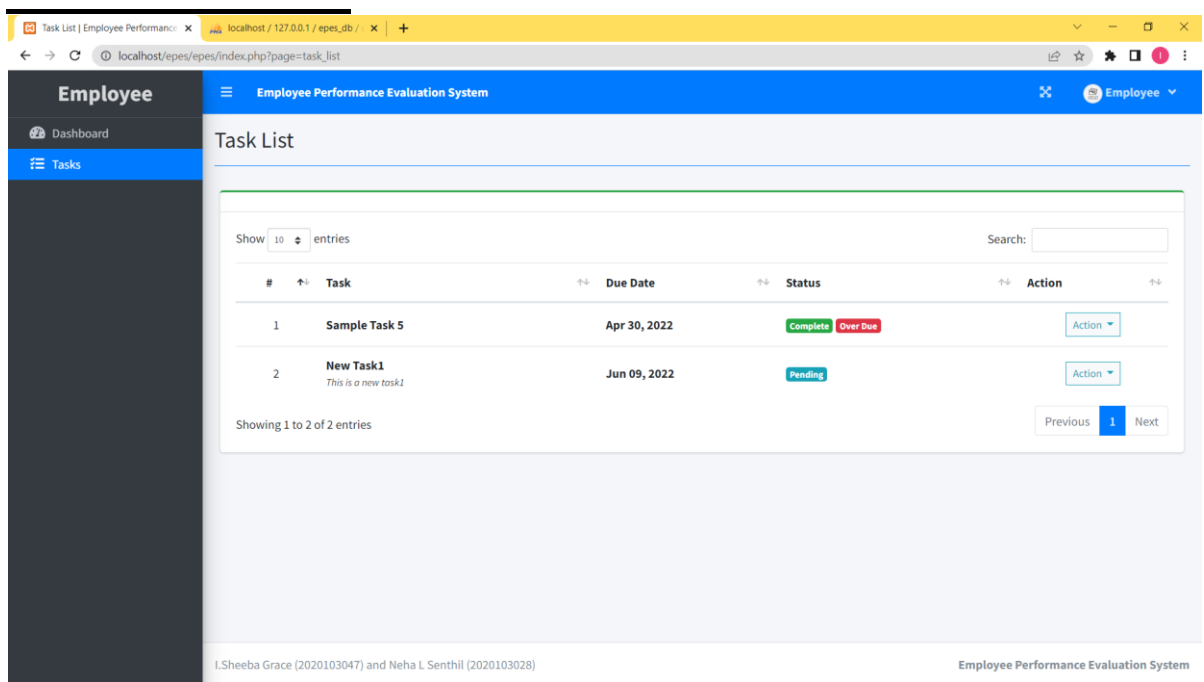
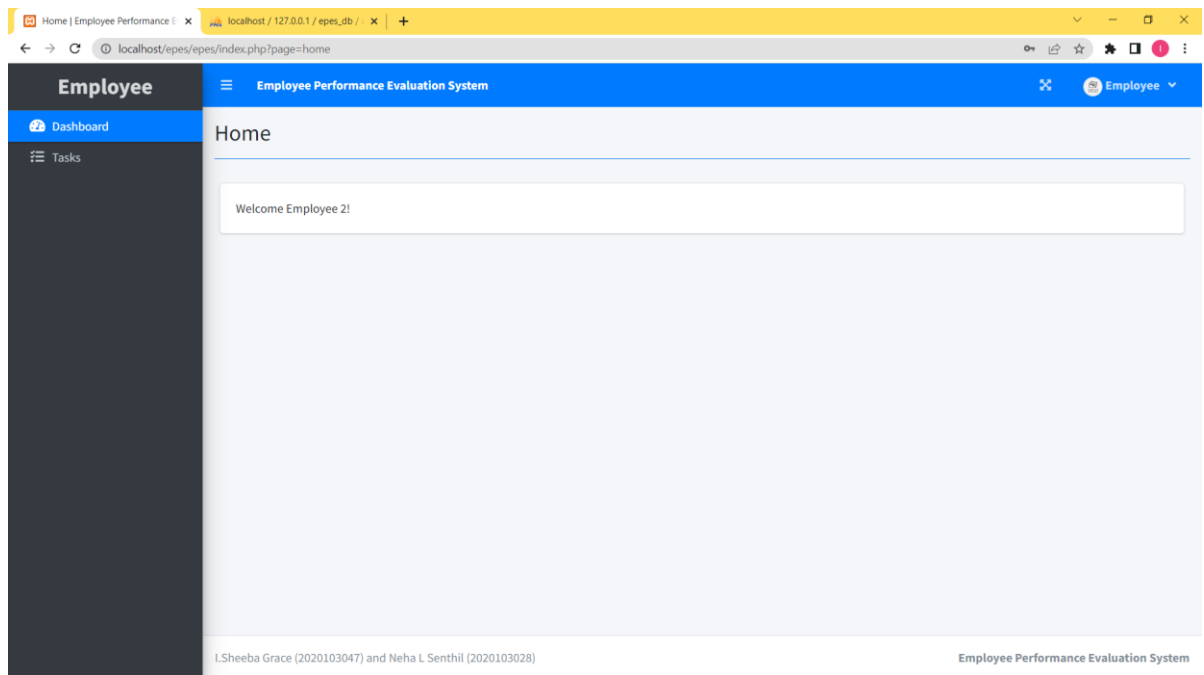
Employee Login:

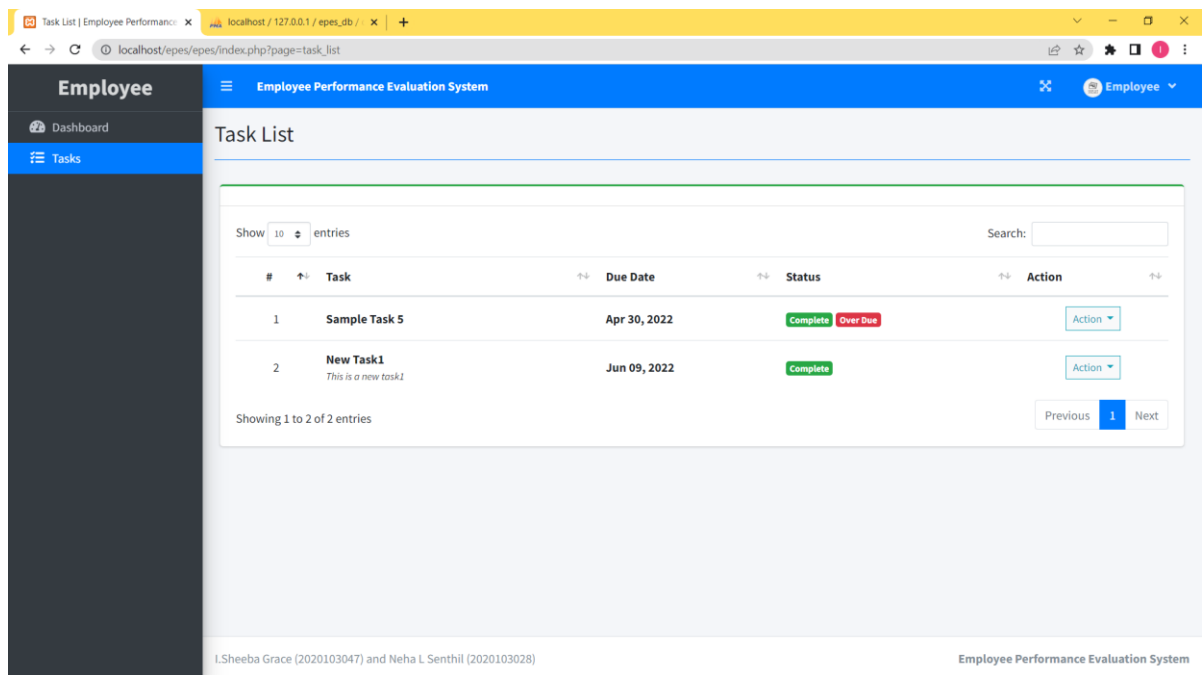
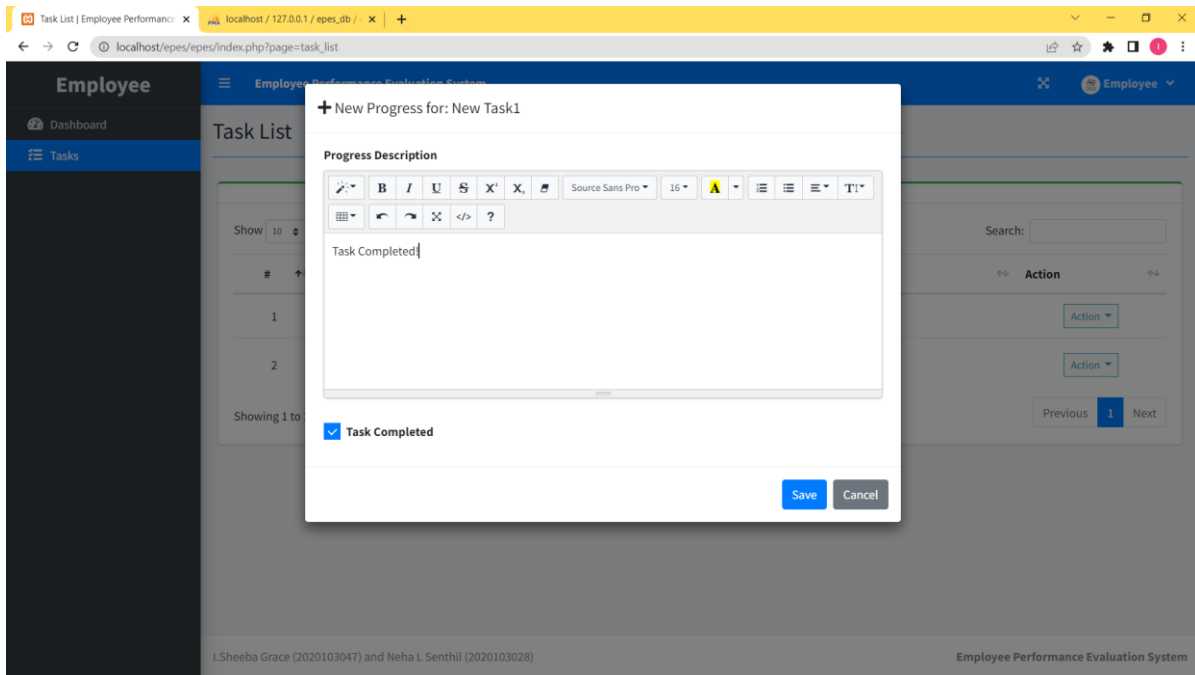
The employee can view tasks assigned to him and can update his progress. He can also update his status to complete if he finishes the task.



The screenshot shows a web browser window with the URL `localhost/epes/epes/login.php`. The page has a black background with the title "Employee Performance Evaluation System - Admin" in white text. In the center, there is a white login form. The form contains the following elements:

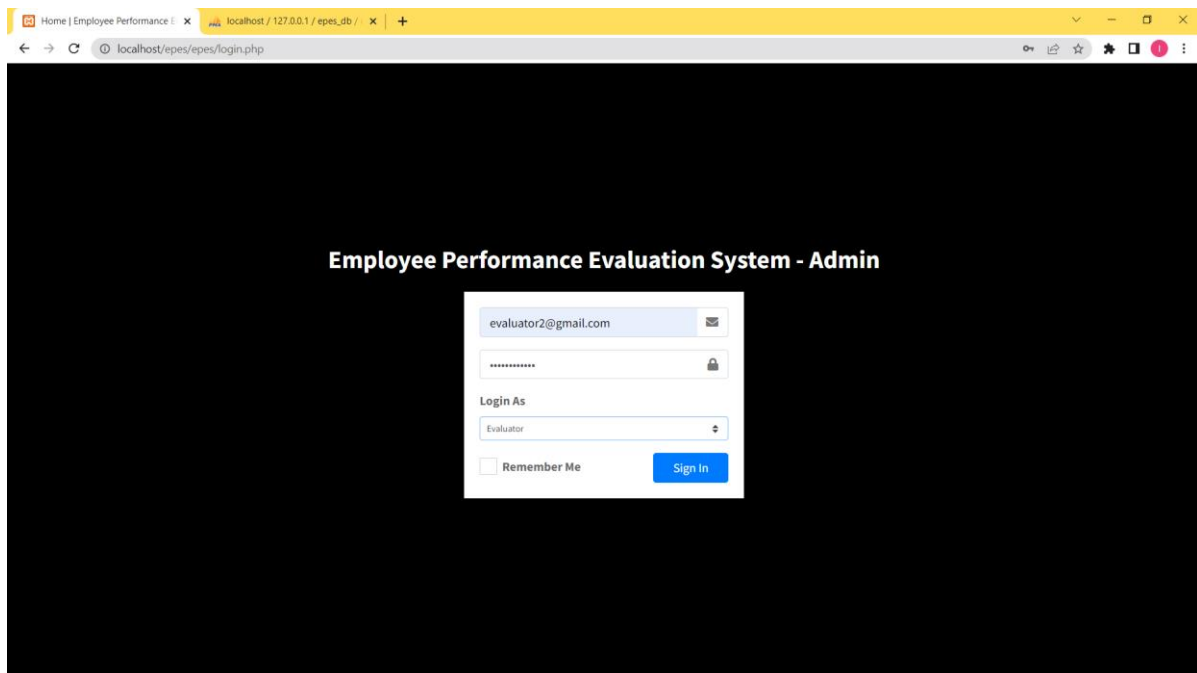
- An email input field with the text "emp2@gmail.com" and an email icon on the right.
- A password input field with masked characters "....." and a lock icon on the right.
- A "Login As" section with a dropdown menu currently showing "Employee" and a downward arrow icon.
- A checkbox labeled "Remember Me".
- A blue "Sign In" button.





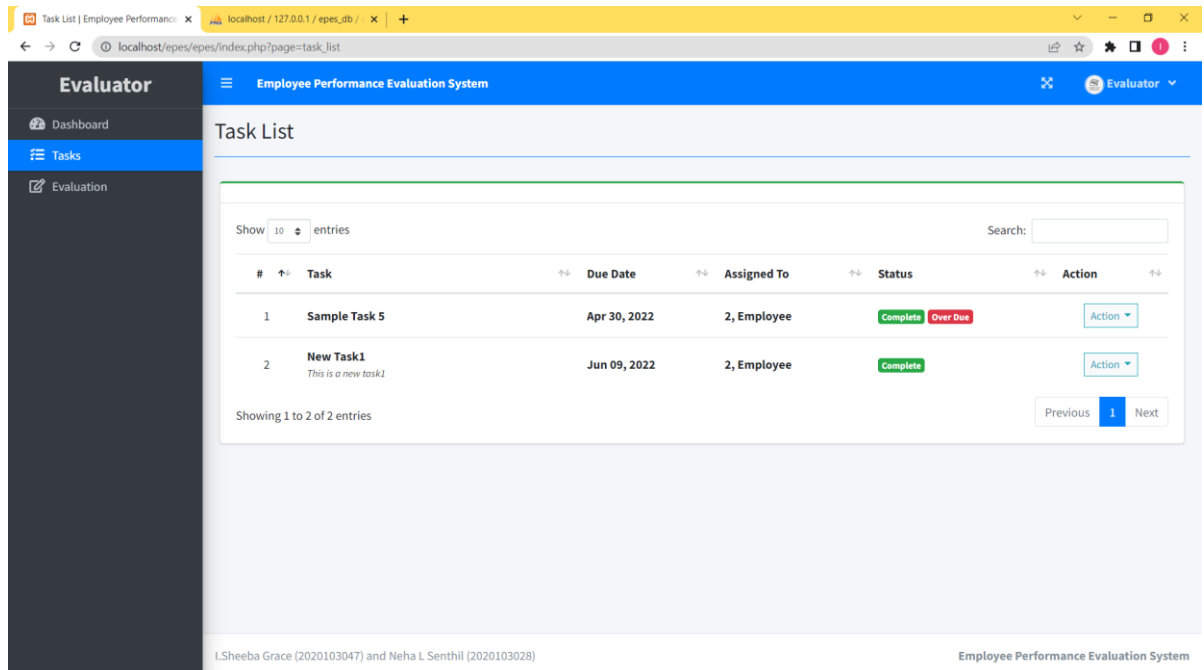
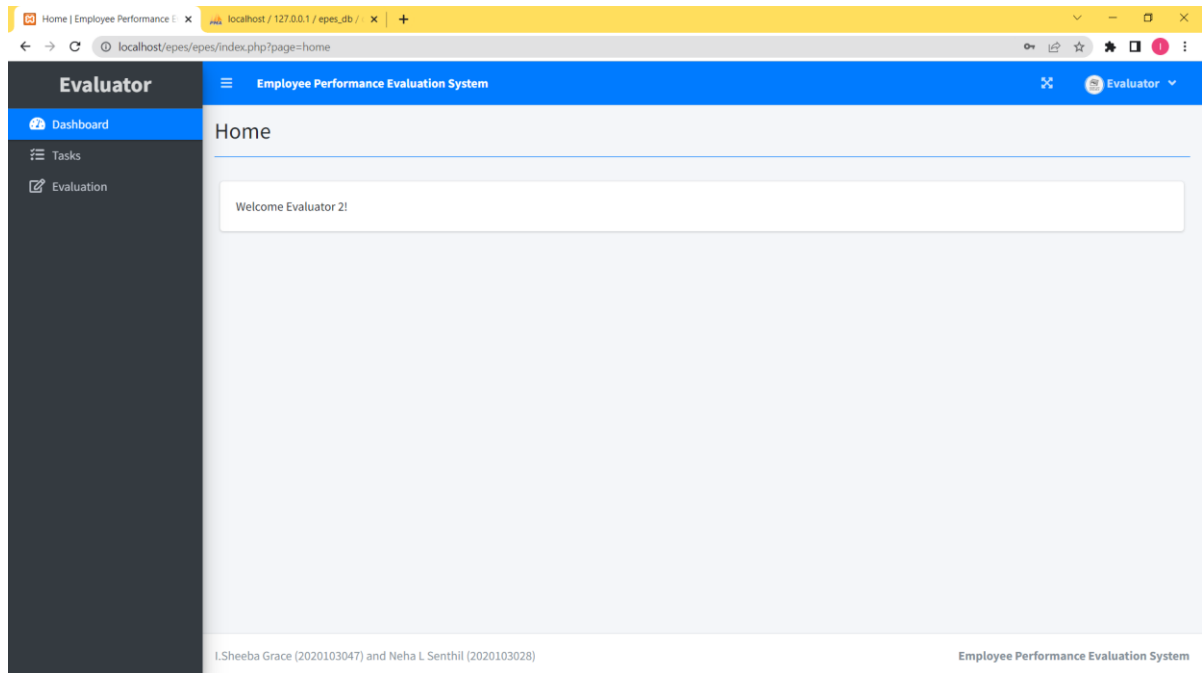
Evaluator Login:

The evaluator can evaluate an employee by viewing the employee's task based on efficiency, quality, timeliness and accuracy by grading on a scale of 5. The overall performance average of the employee is then calculated and displayed in percentage by taking the average of the gradings.



The screenshot shows a web browser window with the URL `localhost/epes/epes/login.php`. The page has a black background with the title "Employee Performance Evaluation System - Admin" in white text. Below the title is a white login form. The form contains the following elements:

- An email input field with the value `evaluator2@gmail.com`.
- A password input field with masked characters `*****`.
- A "Login As" dropdown menu with the selected option `Evaluator`.
- A checkbox labeled "Remember Me".
- A blue "Sign In" button.



Evaluation | Employee Performance Evaluation System

localhost / 127.0.0.1 / epes_db /

localhost/epes/epes/index.php?page=evaluation

Evaluator

Dashboard

Tasks

Evaluation

Employee Performance Evaluation System

Evaluation

+ Add New Evaluation

Show 10 entries

Search:

#	Task	Name	Performance Average	Action
1	Sample Task 5	2, Employee	100.00%	Action

Showing 1 to 1 of 1 entries

Previous 1 Next

I.Sheeba Grace (2020103047) and Neha L Senthil (2020103028)

Employee Performance Evaluation System

New Evaluation | Employee Performance Evaluation System

localhost / 127.0.0.1 / epes_db /

localhost/epes/epes/index.php?page=new_evaluation

Evaluator

Dashboard

Tasks

Evaluation

Employee Performance Evaluation System

New Evaluation

Employee

2, Employee

Task

New Task1

Ratings

Efficiency

4

Quality

3

Timeliness

5

Accuracy

3

Remarks

Well Done! Can do better!

Save

Cancel

Employee 2

Jun 08, 2022

Task Completed!

I.Sheeba Grace (2020103047) and Neha L Senthil (2020103028)

Employee Performance Evaluation System

Evaluation | Employee Performance Evaluation System

localhost / 127.0.0.1 / epes_db /

localhost/epes/epes/index.php?page=evaluation

Evaluator

Dashboard

Tasks

Evaluation

Employee Performance Evaluation System

Evaluator

Evaluation

+ Add New Evaluation

Show 10 entries

Search:

#	Task	Name	Performance Average	Action
1	Sample Task 5	2, Employee	100.00%	Action
2	New Task1	2, Employee	75.00%	Action

Showing 1 to 2 of 2 entries

Previous1Next

I.Sheeba Grace (2020103047) and Neha L Senthil (2020103028)

Employee Performance Evaluation System

Evaluation | Employee Performance Evaluation System

localhost / 127.0.0.1 / epes_db /

localhost/epes/epes/index.php?page=evaluation

ADMIN

Dashboard

Tasks

Evaluation

Departments

Designations

Employees

Evaluator

Users

Employee Performance Evaluation System

Administrator

+ Add New Evaluation

Show 10 entries

Search:

#	Task	Name	Evaluator	Performance Average	Action
1	Task difficult	1, Employee	Blake, Claire	85.00%	Action
2	Sample Task 3	1, Employee	Blake, Claire	100.00%	Action
3	Sample Task 5	2, Employee	2, Evaluator	100.00%	Action
4	New Task1	2, Employee	2, Evaluator	75.00%	Action
5	Create a sales database	Edward, Joseph	Rose, Jasmine	80.00%	Action
6	Task New 1	Rose, Crystal	Rose, Jasmine	80.00%	Action
7	Sample Task 1	Smith, John	Blake, Claire	95.00%	Action

Showing 1 to 7 of 7 entries

Previous1Next

I.Sheeba Grace (2020103047) and Neha L Senthil (2020103028)

Employee Performance Evaluation System

Database Features:

- Incorporation of
 - Primary Keys, Foreign Keys and Integrity Constraints, and Triggers:

```
CREATE TABLE `department_list` (  
  `id` int(30) NOT NULL PRIMARY KEY AUTO_INCREMENT,  
  `department` varchar(200) NOT NULL,  
  `description` varchar(1000) NOT NULL  
);
```

```
CREATE TABLE `designation_list` (  
  `id` int(30) NOT NULL PRIMARY KEY AUTO_INCREMENT,  
  `designation` varchar(200) NOT NULL,  
  `description` varchar(1000) NOT NULL  
);
```

```
CREATE TABLE `employee_list` (  
  `employee_id` int(30) NOT NULL PRIMARY KEY AUTO_INCREMENT,  
  `firstname` varchar(200) NOT NULL,  
  `middlename` varchar(200) NOT NULL,  
  `lastname` varchar(200) NOT NULL,  
  `email` varchar(200) NOT NULL,  
  `phone_no` varchar(20) DEFAULT '',  
  `password` text NOT NULL,  
  `department_id` int(30) NOT NULL,  
  `designation_id` int(30) NOT NULL,  
  `salary` int(10) NOT NULL,  
  `avatar` text DEFAULT NULL,  
  `date_created` datetime NOT NULL DEFAULT current_timestamp(),  
  FOREIGN KEY (`department_id`) REFERENCES `department_list`(`id`),  
  FOREIGN KEY (`designation_id`) REFERENCES `designation_list`(`id`)  
)ENGINE=INNODB;
```



```
CREATE TABLE `evaluator_list` (  
  `evaluator_id` int(30) NOT NULL PRIMARY KEY AUTO_INCREMENT,  
  `firstname` varchar(200) NOT NULL,  
  `middlename` varchar(200) NOT NULL,  
  `lastname` varchar(200) NOT NULL,  
  `email` varchar(200) NOT NULL,  
  `phone_no` varchar(30) NOT NULL,  
  `password` text NOT NULL,  
  `avatar` text DEFAULT NULL,  
  `date_created` datetime NOT NULL DEFAULT current_timestamp()  
)ENGINE=INNODB;
```

```
CREATE TABLE `system_settings` (  
  `id` int(30) NOT NULL PRIMARY KEY AUTO_INCREMENT,  
  `name` text NOT NULL,  
  `email` varchar(200) NOT NULL,  
  `contact` varchar(20) NOT NULL,  
  `address` text NOT NULL,  
  `cover_img` text DEFAULT NULL  
)ENGINE=INNODB;
```

```
CREATE TABLE `task_list` (  
  `task_id` int(30) NOT NULL PRIMARY KEY AUTO_INCREMENT,  
  `task` varchar(200) NOT NULL,  
  `description` text NOT NULL,  
  `employee_id` int(30) NOT NULL,  
  `due_date` date NOT NULL,  
  `status` int(1) NOT NULL DEFAULT 0 COMMENT '0=pending, 1=in-progress,2=Completed after Deadline,3=Completed',  
  `date_created` datetime NOT NULL DEFAULT current_timestamp(),  
  FOREIGN KEY (`employee_id`) REFERENCES `employee_list`(`employee_id`),  
  CONSTRAINT `check_status` CHECK (`status`>=0 && `status`<=3)  
)ENGINE=INNODB;
```

```
CREATE TABLE `ratings` (  
  `id` int(30) NOT NULL PRIMARY KEY AUTO_INCREMENT,  
  `employee_id` int(30) NOT NULL,  
  `task_id` int(30) NOT NULL,  
  `evaluator_id` int(30) NOT NULL,  
  `efficiency` int(11) DEFAULT NULL,  
  `timeliness` int(11) DEFAULT NULL,  
  `quality` int(11) DEFAULT NULL,  
  `accuracy` int(11) DEFAULT NULL,  
  `remarks` text DEFAULT NULL,  
  `average` int(11),  
  `date_created` datetime NOT NULL DEFAULT current_timestamp(),  
  FOREIGN KEY (`employee_id`) REFERENCES `employee_list` (`employee_id`),  
  FOREIGN KEY (`evaluator_id`) REFERENCES `evaluator_list` (`evaluator_id`),  
  FOREIGN KEY (`task_id`) REFERENCES `task_list` (`task_id`)  
)ENGINE=INNODB;
```

```
CREATE TABLE `users` (  
  `id` int(30) NOT NULL PRIMARY KEY AUTO_INCREMENT,  
  `firstname` varchar(200) NOT NULL,  
  `lastname` varchar(200) NOT NULL,  
  `email` varchar(200) NOT NULL,  
  `password` text NOT NULL,  
  `avatar` text DEFAULT NULL,  
  `date_created` datetime NOT NULL DEFAULT current_timestamp()  
)ENGINE=INNODB;
```

```

CREATE TABLE `task_progress` (
  `id` int(30) NOT NULL PRIMARY KEY AUTO_INCREMENT,
  `task_id` int(30) NOT NULL,
  `progress` text NOT NULL,
  `is_complete` tinyint(1) NOT NULL DEFAULT 0 COMMENT '0=no,1=Yes',
  `date_created` datetime NOT NULL DEFAULT current_timestamp(),
  FOREIGN KEY (`task_id`) REFERENCES `task_list`(`task_id`) ON DELETE CASCADE,
  CONSTRAINT `validate_is_comp` CHECK (`is_complete`>=0 && `is_complete`<=1)
) ENGINE=InnoDB;

```

➤ Triggers:

```

CREATE TRIGGER `process_ins` AFTER INSERT ON `task_progress` FOR EACH ROW
BEGIN
  SET @CHECK_DUE_DATE=(SELECT `due_date` from `task_list` where `task_id`=NEW.`task_id`);
  IF NEW.`is_complete` = 0 THEN
    UPDATE `task_list` SET `status`=1 WHERE `task_id`=NEW.`task_id`;
  ELSE
    IF NOW()>@CHECK_DUE_DATE THEN
      UPDATE `task_list` SET `status`=2 WHERE `task_id`=NEW.`task_id`;
    ELSE
      UPDATE `task_list` SET `status`=3 WHERE `task_id`=NEW.`task_id`;
    END IF;
  END IF;
END //
DELIMITER //

```

On insertion of records into the task_process table, the task being worked on is set to 1 (signifying in progress) if not complete yet. If is_complete has been set to 1, then the due_date is compared to current date and depending on if it is greater than the due_date or not, status is set to 2 or 3 respectively.

```

CREATE TRIGGER `process_del` AFTER DELETE ON `task_progress` FOR EACH ROW
BEGIN
  SET @any_left=(SELECT count(*) from `task_list` where `task_id`=OLD.`task_id`);
  IF @any_left = 0 THEN
    UPDATE `task_list` SET `status`=0 WHERE `task_id`=OLD.`task_id`;
  END IF;
END //

```

After deletion of records it checks if all progress has been deleted. If it has, then status is set back to 0 (pending) and task is set to not completed

```

CREATE TRIGGER `process_upd` AFTER UPDATE ON `task_progress` FOR EACH ROW
BEGIN
    SET @CHECK_DUE_DATE=(SELECT `due_date` from `task_list` where `task_id`=NEW.`task_id`);
    IF NEW.`is_complete` = 0 THEN
        UPDATE `task_list` SET `status`=1 WHERE `task_id`=NEW.`task_id`;
    ELSEIF NEW.`is_complete`=1 THEN
        IF NOW()>@CHECK_DUE_DATE THEN
            UPDATE `task_list` SET `status`=2 WHERE `task_id`=NEW.`task_id`;
        ELSE
            UPDATE `task_list` SET `status`=3 WHERE `task_id`=NEW.`task_id`;
        END IF;
    END IF;
END //

```

On updation of records in the task_process table, the task being worked on is set to 1 (signifying in progress) if not complete yet. If is_complete has been set to 1, then the due_date is compared to current date and depending on if it is greater than the due_date or not, status is set to 2 or 3 respectively.

➤ Procedure:

Details

Routine name

task_list_status

Type

PROCEDURE

Parameters

	Direction	Name	Type
↑	IN	stat	INT
↑	OUT	stat_desc	VARCHAR

Add parameter

Definition

```

1 BEGIN
2   IF `stat`=0 THEN
3     SET `stat_desc` = 'Pending';
4   ELSEIF `stat`=1 THEN
5     SET `stat_desc` = 'In Progress';
6   ELSEIF `stat`=2 THEN
7     SET `stat_desc` = 'Completed After Deadline';
8   ELSEIF `stat`=3 THEN
9     SET `stat_desc` = 'Completed';
10  ELSE
11    SET `stat_desc` = 'ERROR';
12  END IF;
13 END

```

Procedure checks status and outputs a description of the status based on the value

- **Examples of Some Complex SQL Queries**

Complex query for selecting distinct employees to add to evaluation:

```
$employees = $conn->query("SELECT DISTINCT concat(e.lastname,', ',e.firstname,' ',e.middlename) as name FROM task_list t,employee_list e where e.employee_id=t.employee_id and t.task_id in (select distinct task_id from task_list where status=3 or status=4) and task_id not in (select distinct task_id from ratings) order by concat(lastname,', ',firstname,' ',middlename) asc");
```

Complex query in which \$where is predefined in php to select tasks assigned to the employee currently logged in:

```
$qry = $conn->query("SELECT t.*,concat(e.lastname,', ',e.firstname,' ',e.middlename) as name FROM task_list t inner join employee_list e on e.employee_id = t.employee_id $where order by unix_timestamp(t.date_created) asc");
```

FINAL OUTPUT

A user-friendly interface which improves the performance of the company by increasing employee engagement and providing opportunities for improvement and evaluation of goals.

SCOPE

- The general objective of this system is to design and implement an employee performance evaluation and management system for companies to evaluate their employees effectively and affordably.
- It is useful in Human Resource Departments in Organizations.

Provides Performance Feedback

Performance appraisal helps managers in providing feedback about performance to its employees. Feedback enables employees to avoid their mistakes and improve their productivity. Employees are interested in knowing the result of their performance. They feel satisfied and happy by knowing it. It motivates them to perform better in the future to get better pay. Through performance appraisal, managers can evaluate the employee's performance and deliver their feedback to them accordingly.

Decides Employee's Compensation

Providing the right remuneration to employees is important for every organization. It should be paid fairly to all of them according to their efforts, performance, and skills. Performance appraisal makes it easy to measure the performance of employees and award them accordingly. Employees performing well are awarded better incentives and increments in their pay.

Validation of Selection Process

Performance appraisal enables the validation of the selection process. Selecting a proper selection channel is a must for recruiting better human resources. Recruitment and selection require lots of organization time, effort, and money.

Validation of a selection procedure helps in finding out its positive and negative aspects and thereby helps the company in selecting a suitable tool for selection. Different tools like application blanks, psychological tests, interviews, etc. used in the selection process help in measuring the candidate's performance and selecting the right candidate.

Identify Employees' Training Needs

Training and development programmes help in improving the productivity of manpower. It should be provided by the organization to its employees from time to time to improve their skills and confidence level.

Performance appraisal helps supervisors in detecting the deficiencies in the performance of employees due to a lack of skills and knowledge. These problems can easily be overcome by providing proper training and education to them. Through performance appraisal, companies can design better training programs for their employees.

Motivates Employees

Performance appraisal helps in motivating employees toward their targeted roles and objectives. Employers can evaluate the efficiency of their workers through this. It can be ensured whether they are working efficiently or not towards the achievement of organization objectives. When employees know that their result will be checked it will motivate them to perform well.

Helps In Promotion and Demotion

Giving promotion and demotion to employees is an important decision to be taken by managers. Performance appraisal helps them in taking these decisions fairly and properly without bias. Through performance appraisal, they can measure the performance of all and are able to judge easily who is performing well and who is not. Employees performing their task efficiently are promoted to higher posts whereas if they are found inefficient, they are demoted to lower posts.

Facilitates Communication

Performance appraisal facilitates the efficient flow of information within the organization between employers and employees. Employers can understand their subordinate's nature by measuring their output. They can find out their employee's strengths and weaknesses and suggest ways to overcome their deficiencies.

This develops better employer-employee relations which create better trust and confidence among them. Employers regularly communicate with their subordinates and provide them with feedback about their work. This way performance appraisal develops a better network for communication between the two which helps in clearing all doubts and queries.