

## **EXECUTIVE SUMMARY**

Every organization needs to have well trained and experienced people to perform the activities that have to be done. If the current or potential job occupants can meet this requirements training is important. It is necessary to raise the skill levels and increase the versatility of employees.

Employees are valuable asset to any organization and their performance has a direct impact on organization's performance. Among other strategies and motivational factors employed, employee engagement becomes a key aspect of goal achievement. To achieve this, performance appraisal play important role in grooming workforce to improve their work quality. This study will help to ascertain the role of training and development to improve employee engagement.

The study was conducted on performance appraisal reference to BHARAT ELECTRONICS LIMITED, Bengaluru. It is a part of MBA program with subject of "A study on performance appraisal" has been embraced for a time of about a month and a half during 27<sup>th</sup> January to 12<sup>th</sup> of March 2020.