

EXECUTIVE SUMMARY

The Study Captioned “A study of effectiveness of performance appraisal at KSDL”, Bangalore, conducted in order to find out the awareness employees towards performance appraisal and also the factors that influence performance level at KSDL, Bangalore. This study showed that the continuous performance evaluation, feedback during appraisal and current appraisal system and usefulness of the appraisal creates an impact on performance appraisal.

This study was conducted to analyse the relationship between performance management and employees attitude. To know the employee’s perception regarding performance appraisal system, to investigate the feedback given by the employees regarding effectiveness of appraisal and to offer valuable suggestion.

The study was conducted at KSDL with the help of data which were collected by frequently discussion with the company executives and officials. Data were also conducted from magazines and websites.

In this research it is inferred that majority of employees agree that they receive fair reward, receive continuous feedback, appreciation in gathering etc, and are satisfied with the current appraisal system in the organization.

It is suggested that the company should take employees opinions, should be more supportive, and should provide non-financial rewards etc, for the better performance evaluation.