

**EXAMINING THE METHODS USED TO EVALUATE EMPLOYEE PERFORMANCE AT
NETLOGIC INFO SOLUTIONS PVT LTD IN HYDERABAD**

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ABSTRACT:

Around the start of the 20th century, people first began using the term "performance review" to refer to the process of evaluating an employee's work. It is possible to evaluate and enhance the performance of an employee by first gathering, then analysing, and lastly recording information on that specific individual. There are a lot of methods that may be used to assess the performance of an employee, and these methods differ depending on the kind of organisation, the size of the company, and the amount of time they have been used. When assessing an employee's performance, a variety of factors, such as the quality, quantity, timeliness, and cost of their job, as well as the value that it contributes to the company as a whole, are taken into consideration. Prior to the introduction of the 720-degree assessment, the conventional way for determining how well a person performed in their job was to conduct a 360-degree appraisal of their work. Up to this point, assessments with degrees ranging from ninety to seven hundred and twenty have been conducted using this method of evaluation. Because it relates to the most fundamental component of the business, the management of an organization's human resources is of the highest significance and should not be overlooked. The Human Resources Management (HRM) department of a company plays an essential role in the company as a whole in terms of how well it does business. The researcher worked at NETLOGIC INFO SOLUTIONSPvt. Ltd. in Hyderabad, where they carried out a study with the working title "A study on Employees Performance Appraisal." According to the findings of this study, there are several approaches that may be used in order to increase the performance of employees. If an employer really cares about the health and happiness of the people who work for them, they should fulfil the legal obligation to offer wages that are competitive in the market and complete benefits packages.

One of the most cutting-edge concepts that have surfaced in recent years is the 720-degree Performance Appraisal. An integrated method, also known as a 720-degree performance evaluation, in which the performance of an individual is assessed from the perspective of the firm as a whole as the name indicates (Management, Colleagues, Self, and Customers). The results are considered in light of the goals that were decided upon in advance. To put it another way, having one 720-degree assessment is equivalent to having twice as many 360-degree examinations as there are presently. Previous methods of assessment were impeded by the lack of any follow-up instruction that was offered to the employee after the evaluation. This training would have been given to the employee after the evaluation had been completed. A worker's performance is examined again after the first assessment, which is when a worker's performance is analysed and evaluated, and objectives are formed. However, this time, the person gets feedback and support to help him or her attain the goal. After the first evaluation, when a worker's performance is examined and evaluated, and objectives are formed, the 720-degree assessment was devised for this purpose: it is administered after the first appraisal. This article analyses the degree to which stakeholders, consumers, and suppliers, in addition to other persons who are not involved with the organisation, comprehend the 720-Degree Performance Appraisal, which is an expanded version of the 360-Degree Feedback. In contrast to the 360-degree performance evaluation, which has been used for a significant length of time, the 720-degree performance review is a phenomenon that has just become prominent in the past few years. This review takes into account the opinions of three different groups of people. The 720-degree

Performance evaluation system went through a number of distinct phases throughout the course of its development. These stages began with the 90-degree stage, then moved on to the 180-degree stage, 360-degree stage, and 540-degree stage in that order.

Key Words: Accreditation, Compensation, Benefits, and Satisfaction for the Employees

INTRODUCTION:

Private (One Person) Company, NETLOGIC INFO SOLUTIONS(Opc) Private Limited was formed on March 3, 2020 and is 2 years, seven months old. It is headquartered in the Indian city of Hyderabad, Telangana.Active is the current state of the company. According to the MCA, it is a "company limited by shares" with an authorised capital of Rs 5.00 lakh and a paid-up capital of Rs 1.00 lakh.There is a total of 1 Director affiliated with the company. Directorships are now held by Subrahmanyam Lakkaraju. An organization's performance is managed by keeping tabs on and making adjustments to the work of each of its employees. Individual performance is evaluated in light of the organization's 67 goals and objectives. 67. A company's success is therefore a culmination of each employee's effort and contribution. A critical, if divisive, aspect of management is the evaluation of employee performance. However, in recent years, the idea of training workers based on their performance evaluations has become more popular. Organizations may benefit much from a performance assessment system when it is properly implemented and well used, but this isn't always the case in practise. As a result, it is safe to say that an effective system of performance evaluation provides value to the company.

REVIEW OF LITERATURE:

To examine the impacts of modifying numerous components in an operating level performance assessment system, Cummings (1973) published the findings of a field experiment in an article titled "A field experimental examination of the effects of two performance appraisal systems." To begin with, the multi-purpose character of appraisals in a formal organisation is examined. Brief literature review on performance appraisal follows. The study's design and findings are then explained.

"Capturing Judgment Policies: A Field Study of Performance Appraisal" by Taylor and Wilsted (1974) analysed 625 performance reports using mathematical models of judgement policy. Analysis methods such as linear and nonlinear models are used to characterise the most influential signals in determining final score totals. Performance rating policies for each of the 40 raters are also compared to the stated policies.

DR.B.THIRUPATHI (2022) in their essay titled "The Performance Appraisal Process: A Model the accuracy of performance judgments. Rater desire, ability, and availability of acceptable judgmental standards are the three most important factors influencing accuracy, according to this model. The model's components provide a slew of new hypotheses and directions for further investigation.

Herbert and Doverspike (1990) claim that literature analysis leads to a model for incorporating performance assessment information in the process of assessing training requirements in their work "Performance Appraisal in the Training Needs Analysis Process: A Review and Critique." Internal and external variables (employee and work environment) are taken into account when the model analyses performance disparities and recommends solutions. (SK)

Dr Naveen Prasadula (2021) write: "How Accurate Are Your Performance Appraisals?" in their paper titled "How Accurate Are Your Performance Appraisals?" Data from published studies serves as a kind of "benchmark." Correcting data errors is also provided so that practitioners' results may be more correctly analysed. Appraisals may be improved significantly when numerous raters are involved.

Finally, they provide advice on how the PPM professional might increase the accuracy of performance evaluations based on research into rating vs ranking performance, supervisors'

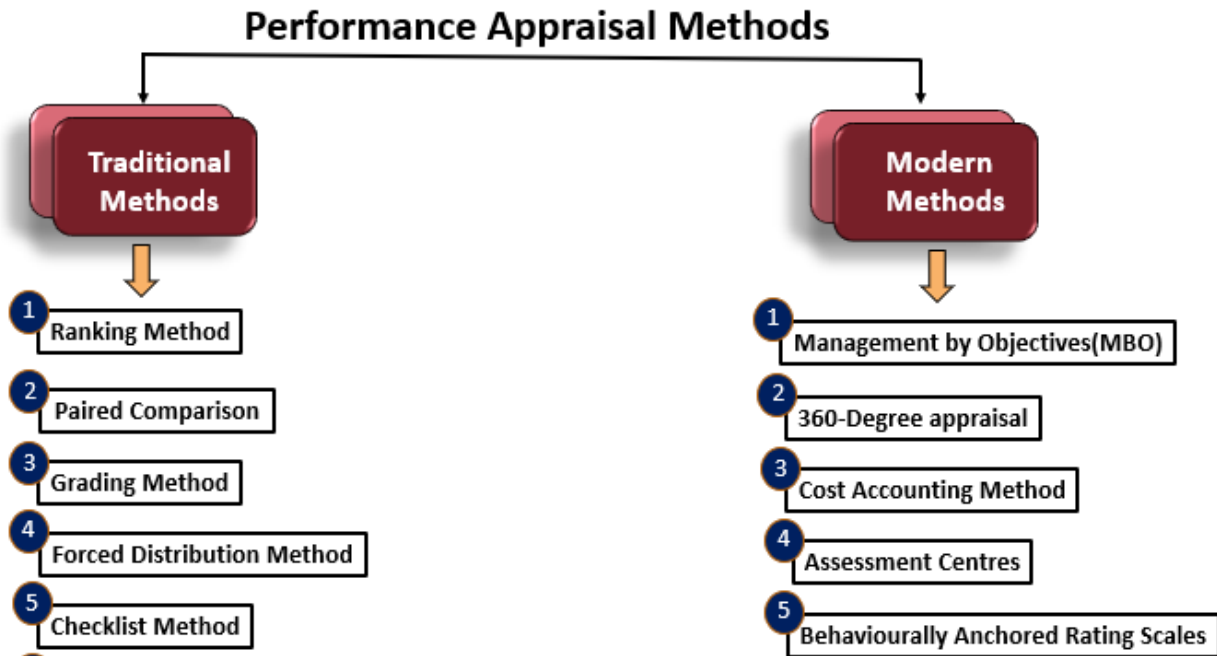
familiarity with the employee, and the number of dimensions being evaluated.

THE METHODS USED IN RESEARCH:

A research technique is a method for resolving a research issue in a methodical manner. To put it another way, it is a discipline that studies how research is done scientifically, and hence it focuses on how a researcher goes about solving an issue using logical reasoning. There are several aspects to the research that contribute to the study and expand the scope of the study.

Top 5 Performance Appraisal Methods

Traditional and contemporary techniques of performance assessment are two major categories used to categorise the many ways in which an employee's performance may be evaluated.



Design for Research:

The next stage in a formal research project is to identify the source from which data must be obtained after defining the study's goal. The study's data collecting is a fascinating part of it. The information comprises of two categories of data for the aim of attaining data effectively.

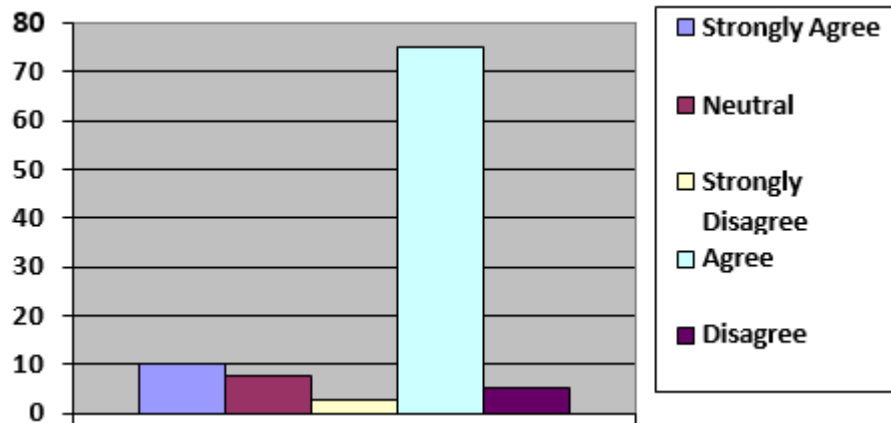
Principal Data: Questionnaire, Interview, and Observation procedures are used in the collection of data from workers.

Minor Data: In addition to books, periodicals, and other sources, secondary material is also gathered from different files and journals.

CHART - 1

Chart – 1 SHOWING THE PERFORMANCE APPRAISAL IN THE ORGANIZATION

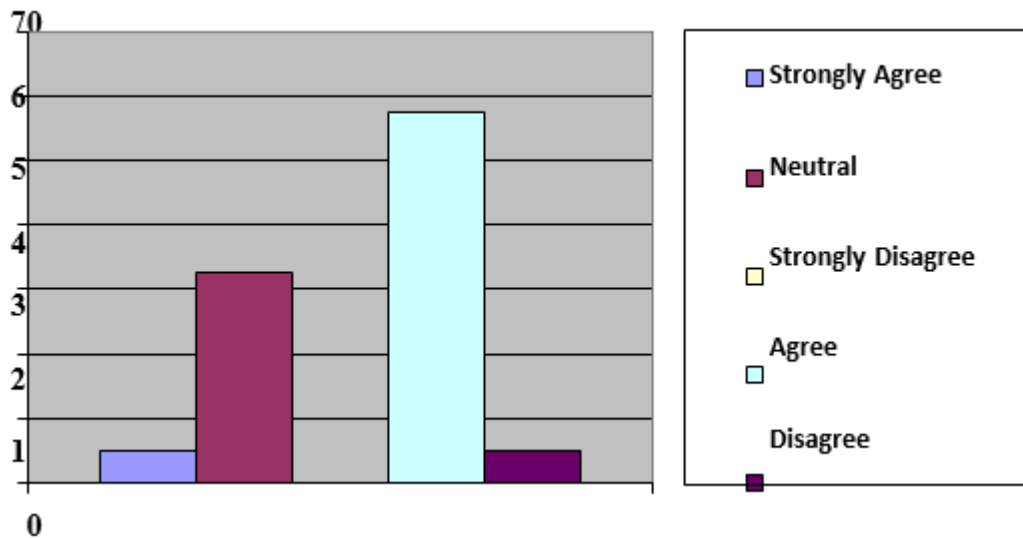
HELPS TO RECOGNIZE THE COMPETENCE AND POTENTIAL OF AN INDIVIDUAL.



INFERENCE:

According to the data in the table above, 75% of respondents agree that performance appraisals at work help identify employees' skills and potential, while 10% strongly agree. The remaining 5% disagree, while the remaining 5% are neutral, while the remaining 2.5% strongly disagree with the statement made above.

Chart 2 COMPANY POLICY APPRAISAL TABLE INDICATING THAT EMPLOYEES HAVE BEEN APPRAISED EQUALLY.

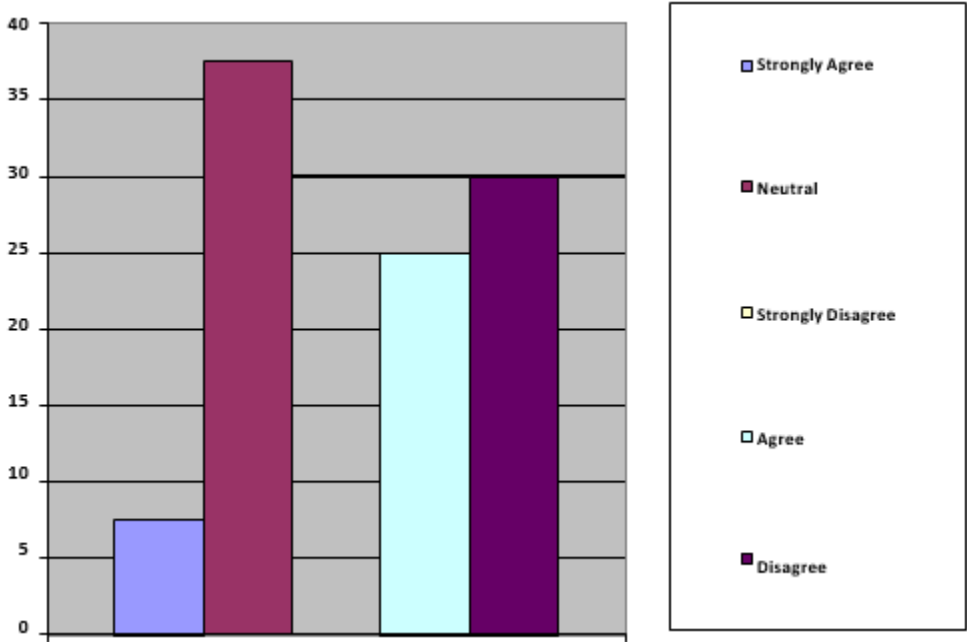


INFERENCE:

According to the above table, 57.5 percent of respondents agreed that the workers were assessed fairly according to the corporate regulations, 32.5 percent of respondents were indifferent, and 5 percent of respondents strongly agreed, while 5 percent of respondents disagreed.

CHART: 3

Chart 3 Advice and suggestions are given to employees throughout the appraisal process via a

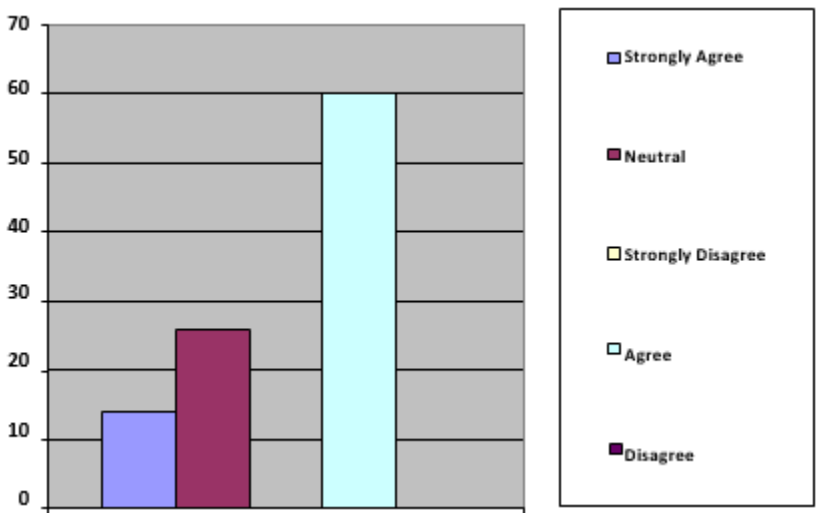


INFERENCE:

There were 30 percent of respondents who disagreed with the statement, 25 percent who agreed, and 7.5 percent who strongly agreed, according to the above table. The majority of respondents (37.5%) were in a neutral position, and none of them disagreed with this statement.

CHART: 4

Chart 4 showing the objective of performance evaluation is the growth and development of the individual potential carrier.

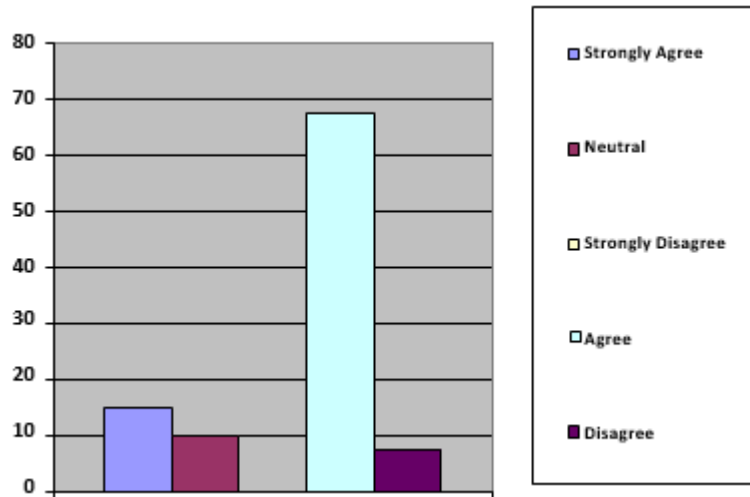


INFERENCE:

According to the above data, 60% of respondents agreed with the development of individual potential, career, progress, and development. 26 percent of the workers strongly agreed with the preceding

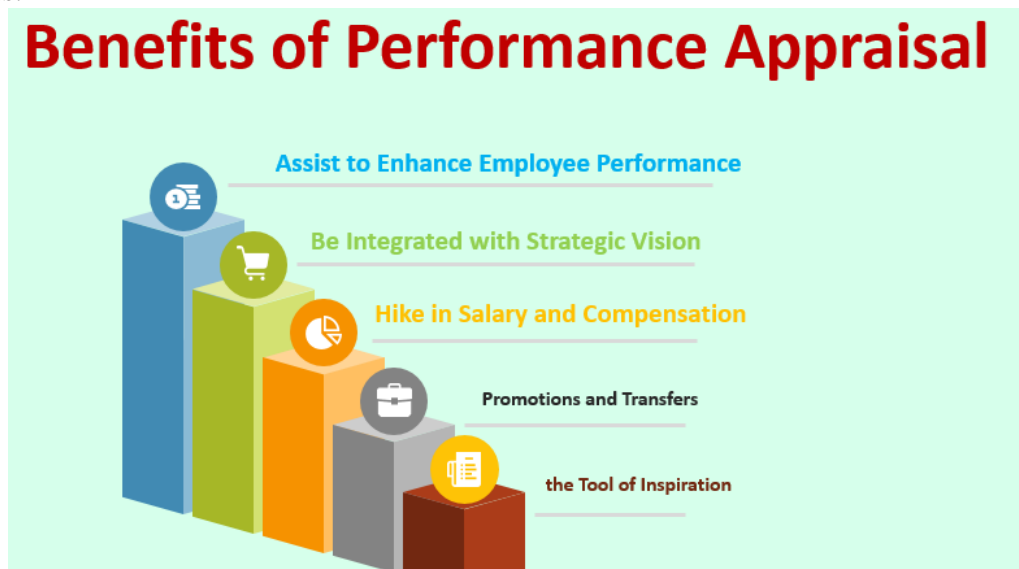
statement, while 14 percent of the employees were in a neutral position and had neither agreed nor disagreed with the remark.

Chart 5 SHOWING THE PERFORMANCE APPRAISAL FOLLOWERIN THE ORGANIZATIONHELPS TO ASSESS THE TRAINING AND DEVELOPMENT NEEDS OF EMPLOYEE.



INFERENCE:

More over two-thirds of those surveyed agreed that an organization's performance evaluation system may assist determine an employee's training and development requirements, while 15% strongly agreed, 10% were indifferent, and 5% disagreed. Where there is no disagreement among the participants.



CONCLUSION:

We may infer from this analysis that the organisation has to take all available efforts to strengthen its performance assessment programme.Improvements to the performance evaluation process are a popular topic in the workplace. For the sake of all stakeholders and higher organisational quality and standards, policymakers, executives, academics, and researchers must work together to enhance performance evaluation systems in light of globalisation. Employees should be made aware of the

company's performance evaluation policy. It is necessary to enhance the performance evaluation program's methodology.

There are at least four main sorts of advantages that may be found in the theoretical and empirical literatures when considering performance-based pay systems: There are four main effects of this strategy: (1) an increase in the effectiveness of organisations at all levels; (2) improved communication and socialisation among employees; (3) increased trust in an organisation among key stakeholders both inside and outside; and, (4) an increase in the perceived legitimacy of an organisation.

We've gathered facts and information from all across the world that speaks to these performance evaluation and compensation system efficacy criteria. From a wide range of fields, as well as from a wide range of related issues, theories, empirical research, and clinical trials have been included in the previous pages. In addition to the formal proof, information on current practises in private-sector enterprises has been gathered.

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