

## EFFECTIVENESS OF PERFORMANCE MANAGEMENT SYSTEM (A STUDY WITH REFERENCE TO SELECTED MANUFACTURING COMPANIES)

**K. Anuradha\* & Dr.K.Uthayasuriyan\*\***

*\*Research Scholar, Department of International Business and Commerce, Alagappa University, Karaikudi-630 003, Tamil Nadu.*

*\*\*Professor ,Department of international Business and Commerce, Alagappa university. Karaikudi, -630 003, Tamil Nadu.*

### **ABSTRACT**

PMS play vital role in making the employees feel motivated, giving adequate training in performance management, helping them to develop the skill required and making employees to relate their objectives to the organization's needs. The objective of this study is to analyze the performance management system in selected manufacturing industries. The basic principles of the study were based on the opinions of the employees and employers of selected manufacturing companies at Chennai region. It also outlines how the concept of PMS improves the overall performance of the company. The result shows that there is a complete agreement among the employees in top and management level that PMS motivates employees and helps them to express their views, either useful or not to the organization but useful to other departments also. The study also reveals that PMS plays an important role in helping employees to do their job, fully understand their objectives / performance standards relate the business needs of the organization, seeing their objectives / performance standards agree with their manager to be realistic.

**KEYWORDS:** Performance management, employee performance, Effectiveness of PMS.