

**A STUDY ON EMPLOYEE'S PERFORMANCE  
APPRAISAL IN JAI TECH TRANSFORMER  
PVT.LTD AT GINGEE, VILLUPURAM D.T,  
TAMIL NADU**

**Dr. L. Santhana Raj<sup>1</sup> & K. Srirankan<sup>2</sup>**

<sup>1</sup>Associate Professor in Commerce, St. Joseph's College of Arts and Science,  
(Autonomous), Cuddalore, Tamil Nadu,

<sup>2</sup>Research Scholar in Commerce, St. Joseph's College of Arts and Science,  
(Autonomous), Cuddalore, Tamil Nadu.

**ABSTRACT**

Performance Management is an organization's capacity or capability of developing the human resources of an organization to achieve their goals to not only keep up with the competition but to outshine their competitors. Performance Management as a continuous process of attracting, hiring, motivating and assessing the performance of individuals in an organization in achieving their goals. The aims of this research have been to investigate this and related issues at the JAI TECH Transformer Pvt.Ltd at Gingee, and this leads to the main problem addressed by this research most part of the appraisal is based on the subjectivity. The study is descriptive and analytical in nature. So the following tools are to be applied for analysis to match the objectives. Percentage analysis, Chi-square test The project demotes that the performance appraisal system is good in Jai tech ltd, it also indicates that the scope for improvement in some of the area the researcher puts forward some, suggestions in some of the area, which may be implemented by them organization to improve, for the existing performance appraisal.

**KEYWORD:** Organization, Capacity, Capability, Human resources, Percentage analysis, Chi-square test.