

# A Study of Performance Appraisal System in Construction Sector in Pune Region

Shahid Mulani<sup>1</sup>, Prof. H. H. Ahire<sup>2</sup>

Department of ME-C & M

<sup>1</sup> PG-Student, D.Y.Patil Institute of Engg. & Tech. Ambi. Pune. Savitribai Phule Pune University. Pune

<sup>2</sup> Assistant Professor, D.Y.Patil Institute of Engg. & Tech. Ambi. Pune. Savitribai Phule Pune University. Pune

*Abstract- Structural designing is a standout amongst the most developed part of building. The Construction and the board part has advanced in most recent multi decade quickly. Execution evaluation of the human asset working in the part ends up basic as human conduct both as worker and boss contrasts Performance examination is a crucial device to quantify the structures set by any association to its representatives. Acknowledging individuals at the distinctive periods of their activity cycle is a hugely essential. This paper endeavors to get a thought regarding which arrangement of execution examination ought to be considered for the subject. Meetings, center gathering dialog and review polls were the principle instrument utilized in this investigation. An expressive report is directed medium scale development industry in Pune territory of Maharashtra. System about the theme is part up in right off the bat utilizing set of Question arrangement taking answers dissecting it and afterward by utilizing SPSS programming get the positioning and question .Based on that a model is set up for execution evaluation*

*Keywords- Construction and management, Interviews, Pune, Question series*

## I. INTRODUCTION

Execution evaluation is one component of the execution the executives procedure which includes unique estimations all through the associations however it is the component which is imperative if association is to exploit of their most critical resource representatives and increase human capital preferred standpoint. In development area it is essential to have such an examination framework in this way, to the point that it assesses the individuals working in development part, so that in the long run individuals will begin taking a shot at each body turns into a champ. In this paper we have endeavored to concentrate on the Pune area. Collaboration with the general population and designer skin, proprietors and and so on. Utilization of SPSS for taking out positioning framework will encourage the contractual worker and representative both to method for finding each other imperative. It's an audit paper and all other writing are mulled over who have worked under the title of execution evaluation framework.

## II. METHDOLOGY

Commencement of this subject is aftereffect of decision of a thorough writing audit and in the wake of considering the

various themes we finallised this point of execution examination is it came to us this is one region where inquire about isn't done much. After the writing survey was done we arranged a general situation of execution evaluation framework in the Pune zone. Considering Pune was a developing development center point we have picked this city as it gives a differed scope of little size to expansive size Construction Company. We have not considered little dimension part since they don't make a difference execution examination level. A lot of poll was coursed in an around Pune area to 25 organizations. A few organizations were hesitant to share their information as it was anything but a framework to be pursued all over the place. In any case, a few organizations share their data. After the information accumulation we attempted to examination in the SPPS programming, from which we will get the positioning and will endeavor to get other data about execution evaluation framework. At that point the examination will be send to the organization who shared their information for their survey.

## III. LITERATURE REVIEW

1)Armstrong (2006) describe the role of the performance appraisal as a tool for looking forward to what need to be done by people in the organization in order to achieve the purpose of the job to meet new challenges .Better use of technology skills and attributes (Szilagy &Wallace 1990) in addition will develop both organizational and individual capabilities and reach agreement on areas where performance needs on the effectiveness of its employee generating information which influences many of the organizations decision. 2) Performance appraisal is one element of the performance management process which involves different measurements throughout the organizations but it is the element which is important if organization is to take advantage of their most important asset employees and gain human capital advantage. There are other processes within the organizations such as technology and design but it is the human factor which is the most difficult to replicate and therefore the most valuable (Armstrong & Baron 2005) strategy implementation and delivery of the organizational



strategic target is the best accomplished through high performance people (Michlitsch 2000) and it is the development of these people which performance appraisal seek to advance. This is not the only identified purpose for performance appraisal. The impact of the TQM (total quality management) principles to the process of evaluating the performance of workers: Total quality management aims to achieve customer satisfaction and therefore their degree of satisfaction can be judged is the standard by which the level of performance from this perspective appeared in multi-resident agencies, because clients are all employees, officials, and overseas customers and suppliers. Working together: as a team leads to the assessment of individuals collectively, and not individually as it was in the traditional way. The system of performance appraisal in accordance with total quality management as the most effective and objective and fairer system of performance appraisal traditional, who had focused on a set of attributes, criteria that intangible, including the resident is a person tends to attribute more than others, the assessment will be biased and does not give accurate results. (Mohamed Ahmed, 2007).

**Different Appraisal method:**

(a) Individual Appraisal Method Below is the method, which is widely used to evaluate an individual employee against the standard:

- (i) Rating scale
- (ii) Checklist method
- (iii) Forced choice method (iv) Critical incident method (
- v) Field review method
- (vi) Performance test and observation method
- (vii) Annual confidential reports (ACR).

(b) Group Appraisal Methods There are a number of methods that are used to appraise the performance of groups of employees. Generally, these methods are used to rank various employees in a group or groups in accordance of their merits and hence they are, useful for deciding merit, promotion, pay increments, rewards etc.

- (i) Factors and points method
- (ii) Ranking method
- (iii) Paired comparison method

(c) Other Methods Including MBO System. The two important techniques that may have a bearing on future performance

- (ii) Appraisal by results or management by objectives (MBO) (iii) 360° Performance appraisal
- (iii) behaviourally anchored rating scales (BARS)
- (iv) Cost accounting method
- (d) Traditional and Modern Methods The traditional methods are almost similar to individual and group appraisal methods.

**IV. CASE STUDY**

We have considered Pune region for our case study following is the list and screen shots of some of the data to be collected in the excel.

Selection question were based on this pattern on questionnaire. We have considered a Yes/ No type of scaling system for our reply. It's an easy method to do so for review

Q) Which is the method your organization is using for evaluating the performance of employees?

Ans: \_\_\_\_\_

Questions	Yes	No	Remark if any
Do you think that your employees are reluctant to this performance appraisal system?			
Do you think that this method gives satisfactory result?			
Is this method able to identify the training need of employees?			
Is this method useful for fixing the pay scale?			
Is this method useful in decision making of promotion of employees?			
Is this method useful for inspiring the employees to achieve the goals?			
Do you think that this method clearly indicate the weaknesses of employee?			
Is this method useful for deciding transfer of employee?			
Is this method able to give feedback after the evaluating the performance?			
Is this method very expensive?			
Is this method able to measure the performance of employees?			

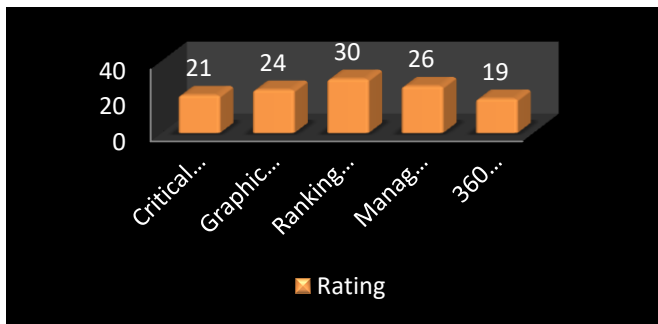
Fig no.1 Sample list of Questions used for survey to be conducted.

After this was done the second step was to collect the data and put it in the given format of yes or no scale. goals are self-appraisal, management by objectives approach, BARS, 360-degree appraisal method etc.

- (i) Self-appraisal

SURVEY COMPANIES	WELW ORTH ASSOC IATES	RAINB OW HOUSI NG	MAITR I BUILD ERS	INCE TEL PROJE CTS &	PRISTI NE CONST	SUME RU DEVEL OPERS	SWAS TIK PROM OTERS	PLAN GE CONST TAN										
PARAMETER	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N	Y	N
Is this method free for error happens due to central habit/desire?	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Is this method utilizable in decision making of promotion of workers?	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Do you celebrate that this method pellucidly denote the impuissances of employee?	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Is this method subsidiary for inspiring the employees to achieve the goals?	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Do you think that this method gives acceptable result?	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Is this method useful for fixing the pay scale?	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Is this method able to identify the training need of workers?	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Is this method more time consuming?	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Do you train the managers and supervisors before putting into use the Performance Judgment (of value) system?	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Fig no 2. Response of the various companies to be considered. The name of the companies are just representative form.



Following are the parameters on which the scaling is to be done and considered and will show the response very clearly.

- 1) Indication of weaknesses of employee.
- 2) Fixing of Pay Scale
- 3) Transfer of employees.
- 4) Promotion of employees.
- 5) Indication of weaknesses of employee.
- 6) Ability to give feedback.
- 7) Comparison between employees.
- 8) Free from errors.
- 9) Useful for elimination of barriers in effective performance.
- 10) Useful for improving working relationship between management and employees.

	WELW RTH ASSOC TES	RAINB OW HOUS NG	MAITR I BUILD ERS	INCE TEL PROJE CTS & CONST	PRISTI NE CONST	SUME RU DEVEL OPERS	SWAS TIK PROM OTERS	PLAN GE CONST TAN	
Critical incidence method	2	2	2	2	3	2	3	2	1
Graphic rating scale	3	2	3	2	2	3	3	2	1
Ranking method	4	2	3	3	4	3	4	3	2
Management by objective	2	3	2	3	3	2	2	4	2
360 degree feedback	1	1	2	3	2	2	3	2	1

### V. ANALYSIS AND RESULT

The following parameters were put to analysis in excel and SPSS both for refined results. We have try to get the result in this manner.

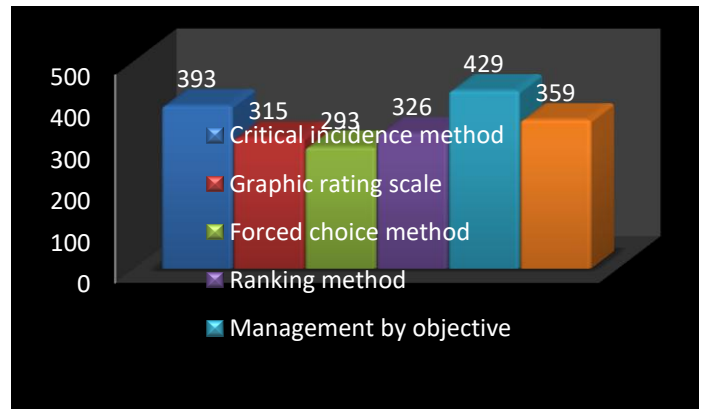


Fig4. Graphic representation result.

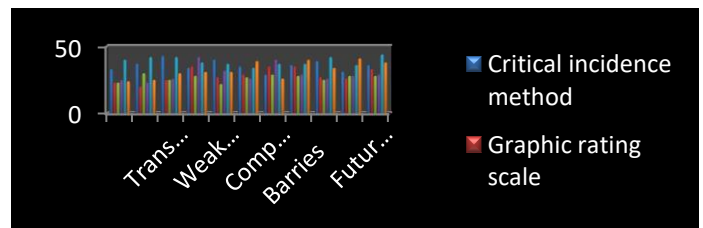


Fig 6. All the parameters and reading

### .VI. CONCLUSION

It is very difficult for everyone to survive, grow, stabilize and excel in the performance. For improvement in performances, the focus has gone to performance appraisal methods. The success of any performance management system

is influenced by the effectiveness of its appraisal system.  
Ability to arrive at conclusions promptly

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