

“A STUDY ON DIFFERENCE IN OPINION BETWEEN RATER AND RATEE TOWARDS EFFECTIVENESS OF PERFORMANCE APPRAISAL SYSTEM”

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Received: 26 Jan 2018

Accepted: 31 Jan 2018

Published: 13 Feb 2018

ABSTRACT

Effectiveness of Performance Appraisal System is very essential in ensuring the growth of the organization. It is essential to determine the difference in opinion of demographic, rate and rater group of employees towards the effectiveness of performance appraisal system. Hence, this study is seeking to understand the difference in opinions of demographic, ratee and rater group of employees towards effectiveness of performance appraisal system (EPA). The study follows descriptive research design, non-probabilistic convenience sampling method in collecting the opinions from raters and rates working in medical device companies through a structured questionnaire. Independent sample t-test and Analysis of Variance ascertained that raters and rate are indifferent in opinions regarding the effectiveness of performance appraisal system. The following study gives significant insights to the body of knowledge and managerial implications such as the opinions of the rater and ratee towards the effectiveness of performance appraisal system.

KEYWORDS: *Effectiveness of Performance Appraisal System, Independent Sample t-test, Analysis of Variance and Medical Device Companies*