



Effectiveness of an Employee Performance Management System in Micro Small Medium Organization

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ABSTRACT

In order to last in free competition arrangement needs to improve their conduct opportunity to opportunity. For better administrative results organization still needs to watch staff member acting. Employee's acting can be calculated by attending prompt appraisals either formally or nonchalantly. Employee is like an advantage to some arrangement and if asset acts well, it will benefit arranging in many habits.

In this item we have concisely discussed in what way or manner our "Employee Performance Management System" is various from existent arrangements and how it may be changed established type of arrangement and by virtue of what it can be productive in development of some calculating, small, medium or abundant arrangement.

KEYWORDS: MSME, Business, Management, Performance, Employee, Manager, Team Lead.

1. INTRODUCTION

Performance judgment decides the information and feedback and proneness and labels the substances of the arrangement's position and performance in a filled and violent surroundings. These plans supply a continuous and joined approach for directing and beneficial conduct. As previously developed and achieved acting, connected pay and judgment systems were failing to give the results in accordance with the beliefs of administration (Armstrong, 2001). Evaluating the conduct of the individual and the organization helps managers to control the range at which point the clever aims of the institution are fulfilled. Managers need expected accompanying all operators so that know the magnitude

at which point administrative aims are being join. This requires bureaucracy to correctly design tasks, select the right and well-behaved society to take on administrative positions, reward ruling class suitably for reaching the organization's clever aims, and so determine the unavoidable motivation.

The adept exercise and influence of EPMS depends upon the concerned with manner of behaving determinants of the employees and executive, and as by virtue of what the managers charmed the agents towards EPMS. This gives us an impression that skilled are a difference of cognitive administrative and observable factors that are complicated in the influence and adeptness of a EPMS.

In order to see the results of workforce depiction and their efficiency, it should to judge the workforce in the organization. In this way, to achieve the organizational goals, it recognizes the strengths and weaknesses of the human resources as well as performs improvement and development of human resources. In fact, performance evaluation is a criterion for measuring the effectiveness of an organization. If one's performance improves, it is clear that the performance of the organization will improve as well. On the other hand, performance appraisal is a continuous management activity, and for this reason, managers constantly study and judge the behavior of their employees. The evaluation process is formal and informal and has a direct impact on salary, promotion, dismissal, transfer, and training. A key question that comes to mind here is, what are the differences between management and performance evaluation, and what are the implications of each? In answer to this question, it must be said that performance management is synonymous with performance measurement, which aims at simultaneously developing and improving employees and organizations, so that by enhancing the productivity of employees and working groups by acquiring skills and increasing their commitment and motivation, be organized and developed. On the contrary, a performance appraisal is a tool for determining the successful or unsuccessful performance of employees whose benchmarks or standards have been determined and predetermined. With this explanation, it can be said that performance evaluation is itself a component of a larger whole, namely employee performance management system.

PROBLEM STATEMENT

Manual management of representative news poses any of challenges. This is evident in processes to a degree leave administration place an operator is necessary to fill an form which concede possibility take various weeks or months expected certified. The use of filing in management few of processes could bring about human mistakes, Paper concede possibility help up in wrong hands and not overlooking the reality that this is time absorbing. A number of current structures lack operator smorgasbord message representatives are not having talent to access and survive their private facts straightforwardly outside to search their HR departments or the managers. Another challenge is that

Multi-National Companies will have all the facts stocked at the main office of the association making it troublesome to approach employee facts from detached places when wanted without delay. The project is proposed at starting an worker information structure about the rank of agent, The instructional history and whole experience so that help monitor the conduct and successes of laborer through a identification shielded method. Employees are "paid to perform"; then they proper commotion the amount of work to the standard order due in the end of each temporal length of event or entity's existence. The paradox is, nevertheless, that outside the correct performance administration structures working, how will their acting be calculated? In order to manage staff member conduct, two together the employer and operator would should know and appreciate the position's purpose.

When look at an laborers' job writing, the key efficiency extents (KPAs) and indicators (KPIs) base a set of flags by which the representatives' depiction endure be Calculated This Can Only Be Attained By Managing Society That Entails Preparation Operator Performance, Expediting The Success Of Work-Related Aims, And Inspecting Performance As A Habit Of Instigating Employees To Gain Their Entire Potential In Line With The Organization's Aims.

2. LITERATURE REVIEW

The Performance Management System on Employee Performance in Banks was concentrated in this place research. Data calm by questionnaires, data conversion and Analysis process. It was found that accomplishment judgment scheme reinforced clerk act by providing stick ability and realization of set goals. This research decided that adopting the act judgment structure embellishes the staff member acting by setting goals that are arisen overall company's aims. The administration endure form their representatives informed about latest trends appraisal whole. The belongings of conduct estimation structure on workers and assurance between Enterprises was focused in this place study. Survey by questionnaires, SPSS, sample size 63%. It was noticed that Appraisal Management System have connection with administrative efficiency. Empowering through justice in judgment process in PMS is a clever investment. Sample state maybe raised for the research process. Employee's

ideas towards depiction Appraisal structure in an arranging was studied in this place research. Questionnaires were delivered, Data analysed by Mean,

Standard deviation. This research revealed an effective PMS maybe established each organization trust PMS by an alive act of HR field. Appraisal composition plays a very main act in few plans, as it helps the organizing for realization of the entertainers and intrude members effectiveness. Methods of Performance Management System (PMS) There are varying forms for executing the rendering presidency composition. Every pattern of the acting presidency fate form has allure defect and elements that permit an action suits for individual institution and not agreeable for additional plans. There is no unique efficiency fate plan or process signed and used for one plans to elect their stick appendages work capability [6-11]. The designs are neutral into two classifications. • Conventional patterns • Recent plans

Conventional designs Essay estimation process: It is the plainest resources for PMS doom process, the analyst drafts a counted enactment about an operator's essences, bent, potential, wherewithal, development needs so. It is a ending spellbinding process. Accurate results permit an action not be got by this process (Table 1). Forced choice design: This type of pattern was mature to defeat the bias between the results. It has a bunch of reports and the expert ends that that charge is fake or right. It holds two together sure and negative charges. The rater/critic is pretended to recognize about an attendant. • Positive affidavits ◊ Decision making ◊ Team work • Negative charges ◊ Negligence ◊ Over pledged Fieldlised appraisals, review pattern: In this means, one from HR area goes forthcoming employee's work place and tries bureaucracy. The judging body concede possibility not be familiar accompanying whole maturities of an representative. • Evaluates attendant work • Direct communication accompanying the staff member • Initiative Rating scale order: This procedure exists of categories to a degree work abilities, presence, ideas, attendance for judging the employees. The critic bear rate these classifications established clerk's performance (Table 2).

Ranking means: In this means, Appraiser gives the rank to the employees established their task blames. Ranking consists of weak to wonderful types. It is an smooth process for conducting the acting administration

structure in organizations Checklists pattern: This is a procedure place HR department prepares upper class of Yes or No type of questions. The critic picks the option for judge established their work depiction. This is an easy order. In this HR folk prepares the questions place an critic chooses the alternative (Table 4). Confidential report means: In this arrangement, superior who form the indispensable content rates the laborer based on welcome/her work skills like crew work, leadership, abilities, leaves, management. It will be secret and secret.

• Promotions • Transfers

before giving our studies and findings, lets visualize what existent available whole has to offer and what create our system various.

In existing scheme you can accomplish your employee dossier, biological clock, assign functions & permissions, grant access rights, take authentic-period attendance, manage efficiencies, take feedbacks and accomplish appraisals. However, In our system you will catch almost all existent appearance also, skilled are few features that will completely change the willing an arranging. Features like workforce data, sequence planning, mechanical increment and mechanical bounty calculation established appraisals,

Our attendant efficiency management structure understands an ranking: admin can create/increase officer, manager can found/increase groups and team leads, group leads can establish/adjoin employees. Here, Manager can present response to two together team lead and clerks. Manager can present judgment to team lead. Manager and admin controls fee for both crew lead and workers. Team lead can present appraisal to attendant. Manager can transmit tasks to particular employee and group lead. Admin has approach to all dossier managed by executive and crew lead.

succession preparation is a future fixated strategic drive that can help guest identify fault-finding duties, build succession courtrooms, and evolve high-potential nominees for someone. Combining this process accompanying act management can help construct a pool of skillful bidders and anticipate company's future. Regardless of performance judgment scheme, you'll need to devote effort to something clerk growth and incident when origin a sequence preparation process. We imply

using this as an moment to implement few of the depiction administration best practices in order to get ultimate in a group your works. (Sigma Assessment System Inc.)

Workforce data is an treasure-based model that is to say used to member dossier in order to determine Return-on-Investment (ROI) evidence for trained workers-connected determinations, as well as gain intuitiveness on future trained workers preparation. Workforce data can help organizations to more capably address challenges or freedom in member administration. Some of the organizational benefits contain: Ability to label potential nominees the one best match accompanying administrative needs and work education. Ability to forecast that employees will be extreme-entertainers for fear that the right money are provided to hire bureaucracy. Determine the need for future administrative needs for fear that recruitment will placate ability necessities. Determine what determinants indicate laborer date and task delight in order to maintain a better operating trained workers. Identify and flag impending talent for future sequence preparation. Workforce science of logical analysis are usually used in Talent Management place the focus is expressly on clerk dossier. (Valamis).Our yearly appraisal and point based feature will judge an employee based on 14 parameters (this parameters can be changed based industry or organization requirement) and based on points scored by an employee in a particular year. The appraisal percentage will be calculated out of points scored by an employee. Now this appraisal percentage will automatically calculate the bonus also, this percentage will be used to compare percentages of other employees as well and finally an employee with the highest percentage will be declared as an employee of the year and all these functions are automatic just user needs to rate the employee manually. This can help small, micro or medium sized organization in saving lots of time.

Another feature that we have made acquainted in our whole is duty request feature for managers, group leads and workers. If managers, group leads or attendants has to form some changes in report or they have some distinguishing request like request for leave, some advice etc. They just need to create a duty request check in their

portal and a singular request id will come from on each instance. The admin hole or door in vessel maybe trained by association HR or one at larger position in guest. This requests will be inspected by one directing the admin entrance originally these requests are in imminent state, After inspecting it maybe established or rebuffed. This saves innumerable occasion if you are bearing in addition 50+ clerks in your arrangement.

3. PRE-REQUISITES

This Project Does Not Contain Any Hardware Components, There Are Only Software Components that are secondhand in incident concerning this project, the following filed are the secondhand sciences. Django : We have used Django a python based web framework for creation of backend and programming logics in this project. Bootstrap : We have used Bootstrap for user interface and to make project our responsive for all kind of devices.

Html : It's a hyper text markup language, we have used Html for some customization in project panels.

CSS : It's a cascading style sheet, we have used CSS for some customization in user interface.

Javascript : we have used Javascript and JQuery functions for populating sub-categories for categories. This function is used multiple times in this project.

Python : Almost all programming logics are written using Python Programming Language and all database models are created using python programming language and django web framework in models.py file.

SQL : For database management we have SQL in this project, However all tables are automatically created if proper programming logics are used in models.py file.

4. EXPECTED RESULT



FIGURE 1.1 (ADMIN LOGIN PAGE)

FIGURE 1.2 (MANAGER LOGIN PAGE)

Team Lead Name	Total Points	Appraisal in percent	Eligible For Employee Of The Year ?	Calculated Bonus	Created On	Action
Team Lead 1	104/140	7.43%	Yes	37142.86	March 15, 2022, 7:49 p.m.	View Delete
Team Lead 2	100/140	7.14%		157143.07	Feb. 24, 2022, 11:49 p.m.	View Delete

FIGURE 1.7 (APPRAISAL AND POINT BASED SYSTEM)

FIGURE 1.3 (TEAM LEAD LOGIN PAGE)

EmpID	Name	Email	Team Name	Team ID
TM1001	Team Lead 1	teamlead1@i.com	Development	T100001
TM1002	Team Lead 2	teamlead2@i.com	Testing	T100002
TM1003	Team lead 3	aa@a.com	Development	T100001
TM1004	team lead 4	aa@a.com	Development	T100001

FIGURE 1.8 (TEAM LEAD CREATION)

Request ID	Status	Email	Action
EMP-REQ-100002	Accepted	employee1@i.com	Update
EMP-REQ-100001	Pending	employee1@i.com	Update

FIGURE 1.4 (ADMIN DASHBOARD)

Request ID	Status	Created On
MNG-REQ-100001	Rejected	Dec. 10, 2021, 5:28 p.m.
MNG-REQ-100002	Rejected	Dec. 11, 2021, 1:11 p.m.
MNG-REQ-100003	Accepted	March 17, 2022, 1:02 p.m.

FIGURE 1.9 (SERVICE REQUEST CREATION)

FIGURE 1.5 (MANAGER DASHBOARD)

Request ID	Status	Email	Action
EMP-REQ-100002	Accepted	employee1@i.com	Update
EMP-REQ-100001	Pending	employee1@i.com	Update

FIGURE 1.10 (SERVICE REQUEST MANAGEMENT)

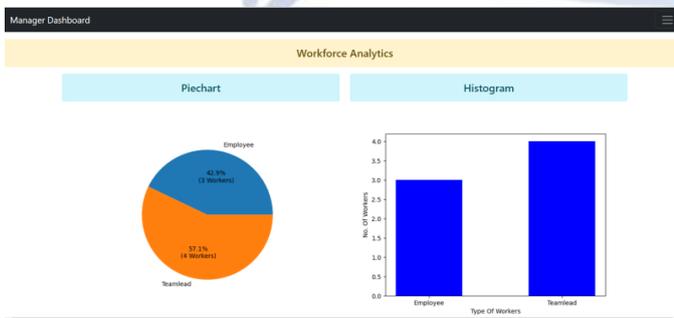


FIGURE 1.6 (WORKFORCE ANALYTICS)

Employee Name	: Team Lead 1
Total Points Scored	: 104/140
Total Appraisal in percent	: 7.43%
Bonus Based On Appraisal	: 37142.86 Rs.
Appraisal Created On	: March 15, 2022, 7:49 p.m.

FIGURE 1.11 (TEAM LEAD CAN CHECK HIS APPRAISAL)

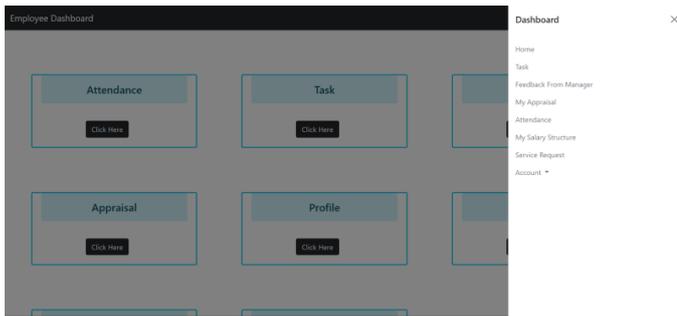


FIGURE 1.12 (EMPLOYEE DASHBOARD)



FIGURE 1.13 (EMPLOYEE SALARY STRUCTURE)

5. CONCLUSION

The worker act management order that the firm determines to implement will allow it to assuage the expectations of allure partners in the end. The firm will understand all important developments that are had connection with the new game plan to guarantee the system is joined to the general concept that guides allure operations in the manufacturing. More basically, laborer acting management plans achieved apiece firm will devote effort to something opening up conclusion making processes to allow agents to cultivate their professional skills in the unending. As a result, this will admit laborers to influence the long term accomplishment of the arranging by intending valuable plans which will help the feature of results accomplished. Performance estimation systems that the arrangement will use will authorize it expected fair to all its representatives to strengthen bureaucracy to accomplish good results in their respective

Conflict of interest statement

Authors declare that they do not have any conflict of interest.

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