Tool for Performance Appraisal

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Abstract- In the corporate world people have different qualities and attributes to show for which there is a need of assessment. Employees are needed to be given the due credit for how the perform at the site of the job [2]. Older methods include a paper consisting of the employee credentials along with a fixed set of qualities. This becomes the basis on which the higher authorities get to take the decisions on a particular employee. As the medium of on paper appraisal becomes obsolete our software provides a portal to appraise an employee with a dynamic system to appraise and assess them in a fairer and an advanced manner [5]. AppraiSyst is basically a web app which can inherently be used by firms and teams to assess the employees on their own scale with enough dynamic components to suit any work environment.

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I. INTRODUCTION

As we all know, there is a great competition in the corporate environment between the colleagues and everyone wishes to be the prime most candidate for the appraisal. But the appraisals or the promotions are credited are becoming biased. The Increments are given on their personal preferences and not on how they really work or perform their tasks **[1]**. This has become a major issue as the deserving personalities are skipped which minimizes their confidence and degrades their interest to perform well. So, to avoid this partiality the company head can find out the rating of the employee that is being given by the employee's colleague and according to that rating the appraisal can be credited to their accounts. This tool can create the environment for the colleagues to judge themselves as well as give the rating to others. This tool will also not reveal the identity of any of the colleague so that the relationships can be maintained and the performance of the employee will also be visible to the company head.

i. Impact of Information on Performance Appraisal

There is immense competition in the corporate world Every aspect of the company should be in the best condition. Each aspect has its own specialization to work on. One of these aspects is employee management. Every corporate firm has a workforce to manage which may consist of various kind of persons. Every person in the workforce may have a different quality to offer. The performance of the employees is very vital for the growth of the organization. One of the major factors that decide how a company performs is the atmosphere in which the employee in the company work. If

an employee at any point of time feels low or detached from what he/she is doing, then it may lead to underperformance from the employee This leads to a direct impact to the progress of the company. The company may be oblivious due to its small scale but if a number of employees underperform it may have devastating consequences.

ii. Job Satisfaction and Productivity

To just avoid this problem, firms are constantly incorporating methods to know how well an employee working in the company is doing. Specialized mechanisms are being developed to assess how a particular employee is performing. The analysis done reveals some interesting figures and statistics about employee behavior and their characteristics. These statistics help take decision about various activities regarding employee matters. Promotions for example, require to rigorous assessment of the employee on grounds of various qualities. The fact that an employee really deserves a promotion is a matter of extreme importance. Because, as a person working in a particular position is being promoted to a higher position means that the upcoming responsibilities will be more challenging and crucial for company progress. Thorough assessment of employees is necessary before any action taken. Other activities like employee happiness index calculation could be done using such systems. The comfortability of an employee decides how an employee is going to perform in the position of the job. If an employee is feeling that a particular job position is not suitable for him/her then such problem need to be detected as soon as possible [4]. Measures need to be taken to preserve human resource and talents are not wasted on improper works. Self-assessment is a good way to

represent personal issues in a documented way. Proper self-assessment can be scrutinized by HRs to know the exact problems of the team members under leadership. While these components of employee management look straight forward, they should be carried out in a systematic and planned way.

iii.   An Empirical Assessment:
A system that is implemented for the sole purpose of appraising employees to take employee related decisions is called as an appraisal system. Appraisal systems come in different forms and features. The most primitive once include passing an appraisal sheet to each employee personally

iv.   The Use and Impact of Human Resource Information Systems on Human Resource Management Professionals:
These sheets need to be filled by the employees as per instruction and submitted. The system mentioned could be analogous to a ballot system where several people give some information to be processed on a particular matter [10]. The paper sheets are then collected and scrutinized one by one by a specialized committee [11].

v.   Impact of Information Technology in Human Resources Management:
The committee may consist of team leaders, HRs, Managers, etc. Some organizations choose to create a board of members just for human resource management which do various activities including appraisal system management. The process finally ends after the designated authority reads and analyzes the final sheet and makes decisions according to the result. This type of a physical system is a long and tedious process which consumes time and resources than it really should. Application of time and resources in proper places decides how efficiently an organization is running. Such slow process could be replaced by an alternative implementation of the system that implements the working of the appraisal system in an electronic way.

vi.   A Study on the use of Applicant Tracking System:
IT has boomed in past couple of decades in way that was never predicted. It has provided solutions of problem which were assumed unsolvable in the past. Automation of tasks has made it easier for humans to give more stress on research than implementation. Automation of appraisal system is one of the various solutions IT has provided [7]. A computerized appraisal system is far more efficient and reliable than the primitive ballot system type ones. Here every process is carried on a computer platform ranging from employee registrations to creating visual representation of statistics. Different modules of the appraisal system range from Employee registration modules to Graph generators which help in result analysis Queue management could be implemented to create an engine that is self-dependent. Forms having various attributes are made with different

fields to appraise an employee [8]. Databases should be maintained for data organizations which enable fast access and retrieval. As computers are far better in computations and memory management the process is sped up ten folds. This faster method of appraisal gets the job done in a better way without much human resource wasted.

II.   PROPOSED PLAN

After the survey, we found that some components of earlier systems are too static to be made to work in different work environment. The components include of limited attributes to rate on. Sometimes a company may need to judge people on different basis depending on the type of company. For example, a software company would like to get data about technical ability of their employee on a higher priority than the communication skills of employees. Such appraisals cannot be provided by a system where attribute is static. Our tool provides a way to customize the list of attributes on the go. Mostly this privilege would be given to the admin of the system.

The below flow diagram summarizes the flow of the engine of the application. A login windows is provided with proper redirection for employees and the admin. Admin has four basic jobs to do namely, 1. Be the Employee Master. 2. Handle statistics 3. Manage employee list. 4. Employee registration. Employees are supposed to fill the respective forms and submit them.
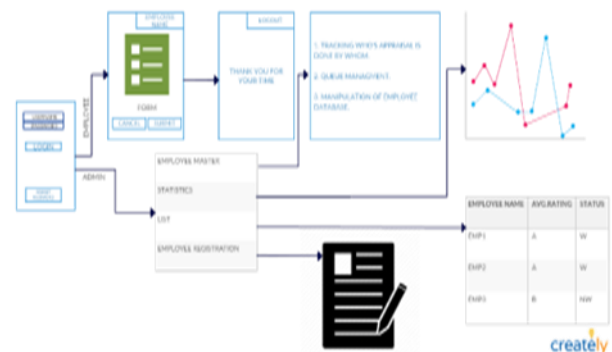

Fig a: Flow diagram of the system

III.   OVERALL   ARCHITECTURE

The employee under scrutiny is appraised by multiple people in the firm consisting of different posts. They can be colleagues, Team leaders, Head representatives and maybe the CEO. The results are stored in a database and further used as an input to graphics generated later to visualize results. The results are forwarded to the highest authorities who then take decision.
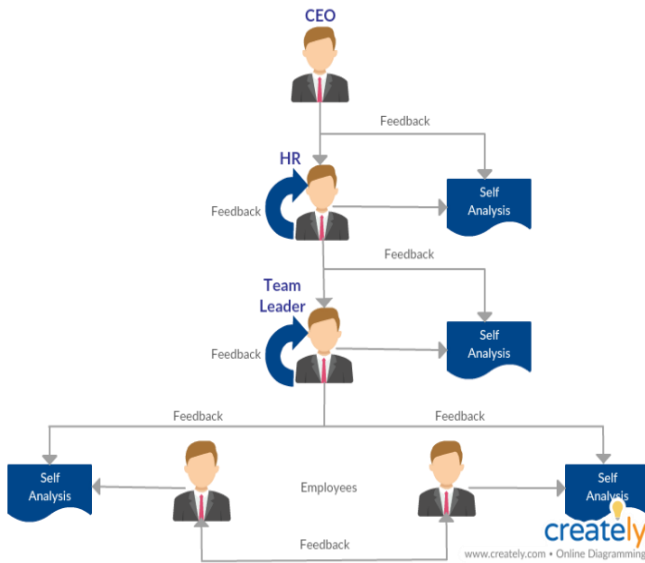
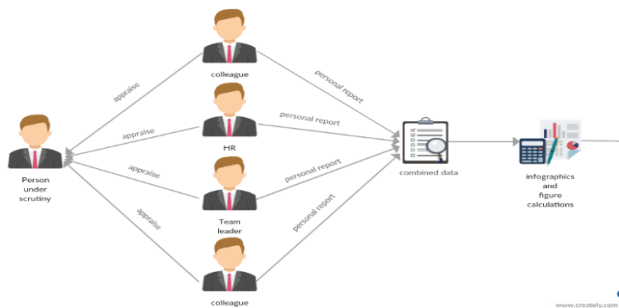**Fig b: Overall architecture of the system**

IV. FLOW DIAGRAM

Fig c: Data flow hierarchy.

V. CONCLUSION

This tool provides a simplified approach for assessing an employee based on reviews and scores. Appraising a person based on categorized marking rather than personal opinions is much better and fair. This tool is abstracted as well as transparent at a good enough level.

= S->Next;

Calculated performance ranking makes it easier for the manager to decide the figures.
Making it more and more feasible for the current work process of corporate environment.

Adding more features for the project to work as a social network for the employee group.
We are limiting it to single platforms and we have plans to update it to android platform.

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