

# A STUDY ON“360 DEGREE PERFORMANCE APPRAISAL” AT HALCYON TECHNOLOGIES PRIVATE LIMITED, HYDERABAD

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**ABSTRACT:** 360 - Degree appraisal is a powerful multi-dimensional competence development tool that draws upon the knowledge of an individual within his own circle of influence: supervisors, peers, and direct reports. The argument for multi-dimensional performance feedback is discussed in the areas of factors that have changed the role of competence as we have moved from the Industrial Age/Cold War to Globalization and the Information Age. A review of successful organizations reveals that many are using 360 - degree appraisal for modern competence development, reinforced by similar systems for administrative performance appraisal. Research on 360 - degree appraisal reveals effectiveness conditions, design and implementation considerations, and some categories of potential benefits. The article ends with strong recommendations for the use of 360 - degree appraisal for both competence development and administrative Appraisal. In today's changing and volatile world organizations are continually looking for ways to improve performance, and satisfy the demands of all stakeholders. Achieving this almost inevitably involves change, which then becomes the pivotal dynamic for success. For an organization to evolve the people working within it will have to adapt; and for this to be successful, they first of all need to know what it is about the way they are currently performing that needs to change. This is where 360 degree feedback is playing a growing role in organizations through its ability to provide structured, in depth information about current Performance and what will be required of an individual in the future to enable detailed and relevant development plans to be formulated. Professionally managed, 360 degree feedback increases individual self-awareness, and as part of a strategic organizational process it can promote.

**Key words:** 360degrees performance appraisal, employee performance, self-evaluation, employee satisfaction.

## 1. INTRODUCTION

360 - Degree examination is an amazing multi-dimensional skill improvement device that draws upon the learning of a person inside his very own hover of impact: bosses, peers, and direct reports. The contention for multi-dimensional execution criticism is talked about in the territories of elements that have changed the job of skill as we have moved from the Industrial Age/Cold War to Globalization and the Information Age. A survey of fruitful associations uncovers that many are utilizing 360 - degree examination for present day skill improvement, strengthened by comparative frameworks for authoritative execution evaluation. Research on 360 - degree evaluation uncovers adequacy conditions, plan and execution contemplations, and a few classifications of potential advantages. The article closes with solid suggestions for the utilization of 360 - degree examination for both skill advancement and authoritative evaluation. In the present changing and unpredictable world associations are ceaselessly searching for approaches to improve execution, and fulfill the requests all things considered. Accomplishing this definitely includes change, which at that point turns into the vital dynamic for progress. For an association to advance the general population working inside it should adjust; and for this to be fruitful, they most importantly need to recognize what it is about the manner in which they are right now playing out that necessities to change. This is the place 360 degree criticism is assuming a developing job in associations through its capacity to give organized, inside and out data about current execution and what will be expected of a person later on to empower point by point and significant improvement intends to be detailed. Expertly oversaw, 360 degree criticism expands singular mindfulness, and as a component of a key authoritative procedure it can advance.

### 1.1 OBJECTIVE OF THE STUDY

- To assess the employee satisfaction on 360 degrees performance appraisal.
- To measure the dimension of information on 360 degree execution evaluation.
- To think about the fulfillment dimensions of representative on 360 degree evaluation

## 1.2 SCOPE OF THE STUDY

- In the present examination an endeavor has been made to know the real usage of execution evaluation systems.
- By improving occupation aptitudes, the representatives have parcel of degree for improvement and set themselves up for higher duties.
- It likewise helps the organization in knowing whether the execution examination methods are utilized to full degree or not.

## 1.3 HYPOTHESIS

- NULL HYPOTHESIS (H0):  
There is no significant impact of 360 degree performance appraisal on employee satisfaction.
- ALTERNATIVE HYPOTHESIS(H1):  
There is significant impact of 360 degree performance appraisal on employee satisfaction.

## 1.4 RESEARCH METHODOLOGY

The examination procedure is a deliberate method to take care of the issue and it is an imperative part of the investigation without which analyst will most likely be unable to get the statistical data points from the workers.

### 1.5 DATA COLLECTION:

The examination depends on essential and just as auxiliary information gathered from various sources:

#### A) Primary Data:

The essential information is gathered with assistance of polls, which comprises of twenty inquiries each. The polls are picked on account of its effortlessness and obligation. Analyst can anticipate that straight answers should the inquiries. The respondents are educated about the huge of the investigation and mentioned to give their reasonable suppositions.

#### B) Secondary Data:

Secondary information is gathered through the records given by the work force division of the archives incorporate staff manuals, books, reports, diary, and so on.

## 1.6 STATISTICAL TOOLS USED

- Percentage method:

Percentage method is used in making comparison between two or more series of data. This is used to describe relationship.

$$\text{Percentage of respondents} = \frac{\text{No of respondents}}{\text{Total respondents}} \times 100$$

- Correlation

## 1.7 LIMITATIONS OF THE STUDY

- Due to time constraints the study was limited only for 45 days.
- Random sampling method has been adopted and all limitations applicable to that method are applicable here also.
- The authenticity of information provided by the New Entrant Manager cannot be assured.
- Analysis of the data has been done based on the assumptions that the information provided by the respondents is genuine.

- The sample size is small when compared to total universe, Hence the capability of study to the whole universe is constraint.

**2. REVIEW OF LITERATURE**

Pastry specialist (2009); Found that the basic down to earth answer for specialists. Obscurity is a standout amongst the most vital factor in 360-degree examination which has been kept up .Many of the general population get the scored well with respect to Quality of the consideration broadened, duty also instructing.

CURTIS( 2010); Defines that when the 360-degree has been presented each one may not be fulfilled and agreeable but rather it is a section during the time spent change .It helps in having Enhance the board style correspondence to improve cooperation, understanding the quality and shortcoming and knowing the estimation of good relationship aptitudes.

HUGGETT (2011); Defines that it has an extraordinary desires the data can be assembled by 360-drgree criticism. Instead of improvement we can found the way toward gathering data for very alerts in its usage of the mentality of the representative.

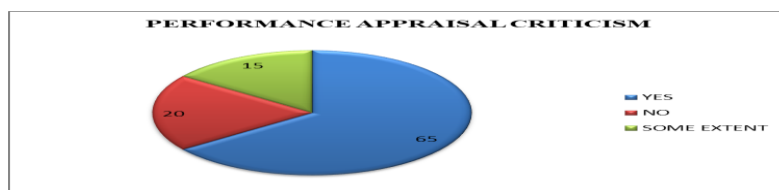
HALLAM (2012); Have discovered the progression of human resource the executives by utilizing 360 total announcing that An association is the key for the upper hand it has its "kin". So the market has creative and the client administration as its quality.

EDWARD ( 2013); Explained the improving the exhibitions has the representative have assortment of vocation improvement opportunities.it ought to have better exhibitions in light of the fact that 360-degree give a solid inspiration ,increment staff information ,bolsters constant learning ,upgrades data quality.

**3. DATA ANALYSIS**

Do you think 360-degree performance appraisal gives constructive criticism in a friendly and positive manner?

S.NO	OPINION	RESPONDENTS	PERCENTAGE
A	YES	65	65
B	NO	20	20
C	SOME EXTENT	15	15
	TOTAL	100	100

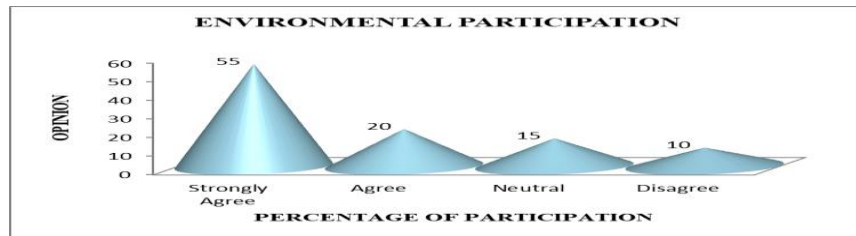


INTERPRETATION: From the above pie chart we have been shown that 360-degree performance appraisal have given more number of good friendly response to the appraisal criticism. Maximum number of employee says yes of their opinion.

Does the 360-degrees appraisal process create a participate environment in the organization?

S.NO	OPINION	RESPONDENTS	PERCENTAGE
A	Strongly Agree	55	55
B	Agree	20	20
C	Neutral	15	15

D	Disagree	10	10
	TOTAL	100	100



INTERPRETATION: The above chart is about process which has been created by the environmental participation. Most of the employee says their opinion is strongly agree, then next few employee is Agree .Moreover there are few employee who are Neutral and Disagree also.

Does performance of employee improve due 360 performance appraisal?

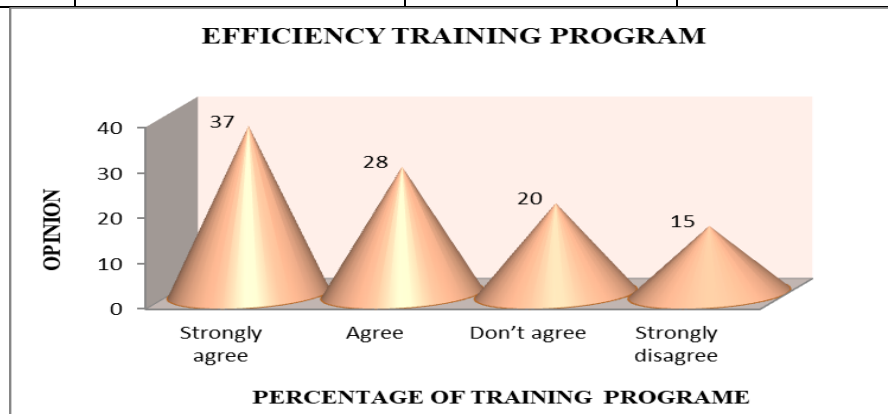
S.NO	RESPONSE	RESPONDENTS	PERCENTAGE
A	Average Performance	25	25
B	High	33	33
C	Very High	35	35
D	Low	7	7
	TOTAL	100	100



INTERPRETATION: The above graphs represents that the performances of employee have been improved due performances appraisal. Even the employee have given their response has very high rating towards improve performance very few employee has given their rating has low.

Do you think that undergoing a training programme will help you to improve your work efficiency?

S.NO	OPINION	RESPONDENTS	PERCENTAGE
A	Strongly agree	37	37
B	Agree	28	28
C	Don't agree	20	20
D	Strongly disagree	15	15
	TOTAL	100	100



INTERPRETATION: From the above chart explain about the training program will help the work more efficiency .Most of the employees in the organization are strongly agree for the training program.

**ANALYSIS OF JOB SATISFACTION AND CHALLENGING NATURE OF THE JOB (USING CORRELATION)**

**JOB SATISFACTION AND CHALLENGING NATURE OF THE JOB**

X	X <sup>2</sup>	Y	Y <sup>2</sup>	XY
3	9	2	4	6
1	1	5	25	5
11	121	8	64	88
8	64	13	169	104
27	729	22	484	594

$$\text{Cov } [x, y] = 1/ N [\sum XY - xy]$$

$$= 139.4$$

$$\sigma_x = \sqrt{1/N [\sum X^2 - x^2]}$$

$$= 12.83$$

$$\sigma_y = \sqrt{1/N [\sum Y^2 - y^2]}$$

$$= 11.36$$

$$R = 0.95$$

Inference:

From the above table it is seen that satisfaction from work and challenging nature of the job operating effectively variables are highly positively correlated.

**ANALYSIS OF MANAGEMENT TREATMENT AND JOB SECURITY**

(USING CORRELATION)

X	X <sup>2</sup>	Y	Y <sup>2</sup>	XY
5	25	6	36	30
7	49	3	9	21
14	196	11	121	154
6	36	15	225	90
18	324	15	225	270

$$\text{Cov } [x, y] = 1/ N [\sum XY - xy]$$

$$= 93$$

$$\sigma_x = \sqrt{1/N [\sum X^2 - x^2]}$$

$$= 10.24$$

$$\sigma_y = \sqrt{1/N [\sum Y^2 - y^2]}$$

$$= 10.15$$

$$R = 0.88$$

Inference:

From the above table it is seen that management treatment and job security variables are positively correlated.

Let X be employees job security

Let Y be management treatment of employees

**4. FINDINGS:**

- It is uncovered that the official are getting input on their execution however which they can audit their execution. Sort on the issues that can defeat the troubles.
- The administration was giving imperative preparing to laborers in the zones where they are feeble.
- Workers mindfulness about the way that the examination is one of the variables for advancement was penny percent.
- Performance examination framework is considered as an implies that go for distinguishing the regions of progress, recognizing zones of preparing and advancement setting execution focus for future.
- The administration want having warm relations with the work to have shared talks.

## 5. CONCLUSION:

Subsequent to composing this point and experiencing the accessible research and Literature can reason that the 360 Degree input can be utilized as an extra to the ordinary arrangement of evaluation .It isn't attainable to utilize it as an independent arrangement of examination as a result of its deficiency. It isn't entire advancement process however it is only a piece of the improvement procedure. It was additionally discovered that the framework isn't being utilized appropriately as its isn't obviously comprehended by the organization, however in the event that it gets into the psyche of individuals legitimately and on the off chance that it is taken care of appropriately, at that point it can really prompt the improvement of association just as people exhibitions and it can reshape the inward and outside correspondence .Active interest of all sources can have a great deal of effect. Some other advancement 360-degree input is likewise on a par with the general population who are working it Success of any new things rely upon the acknowledgments by the general population who are going to utilize it.Thus, the achievement of 360-degree input relies upon the representatives and the board and on how they see it and it very well may be fruitful just on the off chance that it is trailed by an alluring activity of giving advancement preparing. The framework ought to likewise quantify the administration competency of the supervisors at exactly that point it will be helpful in giving the administrators the valuable criticism. In the event that the criteria for estimating exhibitions are not set as per the association's main goal then it will end up being a sheer wastage of time .

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