

TITLE:

A study of performance appraisal in Birla Sun Life Insurance Ltd.

ABSTRACT

The aims at this project report are to identify the performance appraisal program of the employees of various departments of Birla Sun life Insurance and gain the partial knowledge of Performance Appraisal program conduct by the H.R. Department of the company. Thus it shows that Performance Appraisal has been becoming more and more important part of any industrial undertaking. Moreover management ability does not come automatically. It comes slowly and gradually from training experience and growth, since the days of the early Management pioneers, training has been recognized as vital and legitimate area of corporate concern. This report is about the study of Performance Appraisal Program of Birla Sun Life Insurance. During the survey I found that, employees are satisfied with the Performance Appraisal Program of the company.

- The study shows the current position of Performance appraisal.
- The study will provide the suggestions to management to improve the performance appraisal system.

KEYWORDS

Performance appraisal, Employees

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INTRODUCTION

This Dissertation report depends on the examination work, which has been done in the Moradabad city. The primary target of the report is to discover and to break down the execution examination framework in Birla Sun Life Insurance. The information utilized for the examination is essential information and gathered using survey. The respondents were the employees of Birla Sun Life Insurance. The specimen size of my exploration is 50, and the respondents are representatives, a poll comprising of 19 inquiries has been utilized to make this Dissertation report. The information have been organized and appeared as a pie outline. At that point it is translated and dissected and encourage the finish of the review is drawn.

Performance appraisal is the way toward acquiring, breaking down and recording data about the relative worth of a representative. The concentration of the execution evaluation is measuring and enhancing the real execution of the employees and furthermore the future capability of the representative. Its point is to quantify what a representative does. Execution evaluation is an administration device which is useful in spurring and adequately using HR. Evaluation of human potential is troublesome, regardless of how very much composed and appropriates the execution arranging and examination framework is. Execution examination is a strategy for assessing the occupation execution of a employers. It is a continuous process of acquiring, exploring, breaking down and recording data about the value of a employees. As per' marsall an unmistakable identity in the field of Human assets, "execution measuring is the orderly, intermittent and an unbiased ranking of a representative's perfection in the matters relating to his/her present occupation and his potential for a superior occupation."

ABOUT COMPANY

Aditya Birla group is one of largest business house.it is the largest corporate sector in india.Birla sun life is the part of aditya birla group which is provide financial services.birla sun life insurance provide many life insurance plan and policy. Birla sun life insurance play important role to growth of life insurance companies.its a collaboration b/w sun life insurance company and aditya birla group.the main motto of birla sun life to provive better services to customers.according Indian servey report birla sun life insurance seven position in private life insurance industry. birla sun life insurance is qwality to the (tot) top of the table among all private life insurance compnies sun life is always focus on customer satisfaction and provide perfect services to the customers provide new and suitable life insurance according customer need.the punch line of (BSLI) our services our trust.

LITERATURE REVIEW

Dr. Shambhu Nath Choudhury (2009), insurance service is one sector where a great degree of attention is being paid to Performance Appraisal System in any company.

Ekta Bhatia(2010) the performance appraisal of review is essentially an opportunity for the analysis each and every employee performance level in the org. the performance appraisal review is an opportunity for individuals and those focus on their performance in the company.it should not be top and down procedure or an chance for a person ask question and other to reply.it should be freedom to flowing conversation in which a range of view are exchange

OBJECTIVES OF THE STUDY

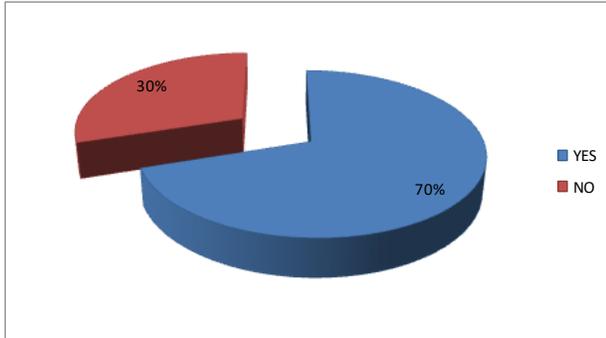
- To study performance system in the orgnaization.
- To find out how the performance appraisal work in the company.
- To identify the need of performance appraisal of the employees.
- To study the satisfaction level of employees and shows employes current performance status..

RESEARCH METHODOLOGY

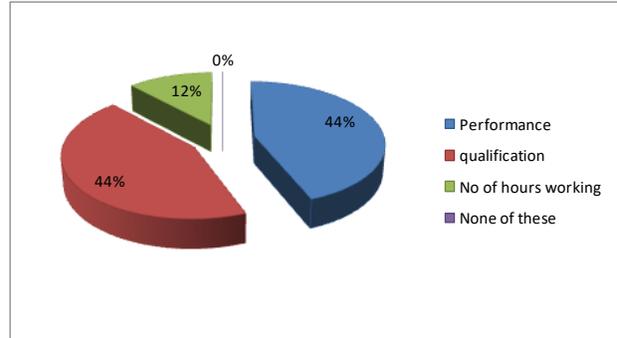
Data Type	Primary & Secondary
Sampling Unit	Employees of Birla Sun Life Insurance
Sampling Type	Convenience Sampling
Sample Size	50
Research Tool	Questionnaire
Type of Research	Descriptive
Data Collection Method	Survey
Area	Moradabad

DATA ANALYSIS

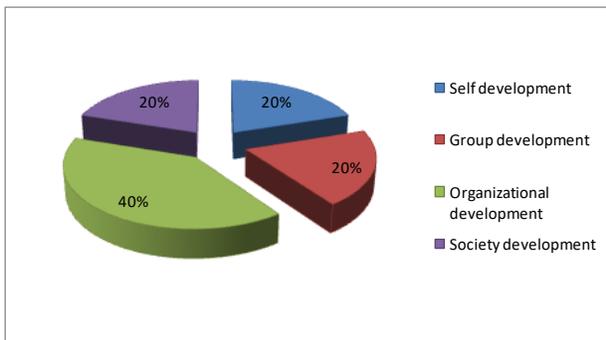
Awareness



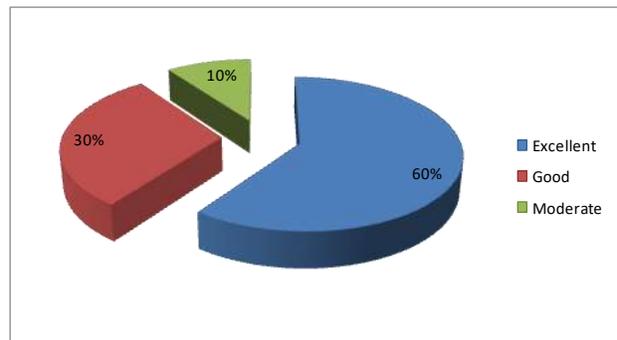
performance appraisal criteria



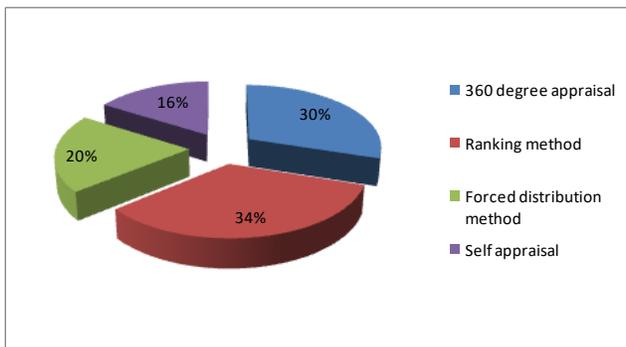
Leads of performance appraisal



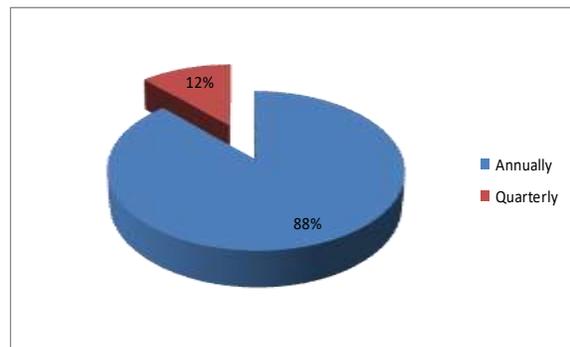
opinion of employees



Type of performance appraisal



Period of appraisal



FINDINGS

- Most of the representatives said that they are completely mindful of execution evaluation
- Many representative said that execution evaluation increase improvement level of org.
- Most of the workers said that execution examination decides increases .
- Many of the representatives said that execution evaluation prompts to Organizational advancement,
- Lots of the workers said that the time execution examination enhances representatives execution
- Most of the workers said that the time execution examination recognizes preparing and improvement needs

CONCLUSION

With prizes being specifically connected to accomplishment of targets, objective setting and Performance Appraisal accept most extreme significance. The Performance Appraisal System has been professionally composed and it is observed by HRD. The execution is the obligation of every last representative alongside their administrator. There ought to be sufficient preparing to the evaluator that will go far in noting the nature of Performance Appraisal. Taking everything into account, a Performance Appraisal is a vital apparatus used to impact workers. A formal Performance survey is imperative as it gives a chance to get a general perspective of employment execution and staff advancement. It energizes deliberate and normal joint-stocking and making arrangements for what's to come. Great execution audits in this way don't simply compress the past they help decide future execution.

SUGGESTIONS OR RECOMMENDATIONS

- While working under weight the worker's execution is influenced so it gets to be distinctly fundamental that the administration ought to attempt to break down the qualities and shortcomings of the representatives.
- Employes feedback important after done appraisal in company.
- Employees ought to be given appropriate Performance Appraisal projects to learn new ideas .
- Team work ought to be allotted to representatives.
- Employees should study of performance appraisal method.
- There ought not be any conflict amongst representative and manager.

LIMITATIONS

In spite of the fact that the review was completed with extraordinary energy and watchful arranging there are a few impediments, which crippled the exploration viz,

- Due to time requirements the specimen size was moderately little and would have been more illustrative in the event that I had gathered data from more respondents.
- It is difficult to know whether every one of the respondents gave exact data or a few respondents tend to give deceiving data.
- Most of the respondents were not prepared to fill the respondent's profile or individual profile.
- Some of the respondents were not prepared to fill the survey because of absence of time.

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