

Performance Appraisal : A Managerial Viewpoint

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Man is a social animal by nature and to earn his livelihood he has to work. In past, earning was required only to satisfy the daily appetite but his needs have increased exponentially with the passage of time. Now he does not work to earn money; he works so that he can afford luxury.

According to Maslow the growth need drives personal growth. Human beings are motivated by unsatisfied needs, and that certain lower needs need to be satisfied before higher needs can be addressed. By and by he becomes hungry to satisfy all his needs. When the basic needs of man are fulfilled, he seeks to fulfill his higher level needs one of which is self actualization and this comes from motivation.. From the perspective of employers, performance appraisal provides strong means of motivating their employees. The main goal of performance appraisal is to maintain organizational productivity which results into the overall individual's performance. Various organizations practice the same by several methods which may either be to increase individual's performance or may be goal oriented. As far as appraisal is concerned, both organization and employees have their own viewpoint. From the employee viewpoint, he comes to know the organization's expectations, his past performance, ways to improve the current performance and even gets reward or recognition of his good work. Looking from the organization's side, one of the most important reasons for having a system of performance appraisal is to establish and uphold the principle of accountability.

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