RESEARCH PLAN PROPOSAL

Impact of Performance Appraisal on Career Advancement
A Comparative Study of Agricultural Research Institutes

For registration to the degree of

Doctor of Philosophy

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Performance appraisal is beneficial for assessing strengths and weaknesses of an employee. It enables to find out areas/tasks in which the employee is competent. Basically, the process is useful for identifying true potential and interests of the employees. Further, employee can seek guidance of their managers to improve performance and also for career advancement. In short, the process gives a platform to improve employee communication.

8. Personal Development
A study on the impact of performance appraisal was undertaken to study the reasons and ways to improve the condition.

1.3 Objectives of the Study
The present study on the impact of performance appraisal system was undertaken with the following objectives:

- To find whether the existing appraisal system in the organization exactly.
- This study can be helpful to the company for conducting any further research.
- The study is also helpful in finding out the respondent's opinion towards certain attributes.
- It is also helpful in finding out the reach and effectiveness of the performance appraisal system.
- To study the Impact of Performance Appraisal System at SPAN Systems, Bangalore.

3.5.4 Closed-Ended Questions
In this research study we reported the results of a comparative analysis among men and women on the employee factors influencing the evaluation. This study can be helpful to the company for conducting any further research. The study is also helpful in finding out the respondent's opinion towards certain attributes. It is also helpful in finding out the reach and effectiveness of the performance appraisal system.