

## EXECUTIVE SUMMARY

The MBA programme offered by the VISVESVARAYA TECHNOLOGICAL UNIVERSITY has its own unique syllabus which involves MBA scholars to undertake a project with any prominent corporate organization for a period ranging from 6 weeks during the 4th semester.

A study on Performance Appraisal of the employees at Redeemer Technologies Pvt Ltd Kollam, Kerala aims to assess the performance appraisal of employees in the organization. The performance appraisal is one of the essential ingredients which enable the company to achieve their objectives. And if there is no effective incentive programme in the organization, employee performance and business productivity drop down gradually. Human Resource Management focuses on the most key element of the organization. There are several resources needed by the organization but most effective one is the human resource. Human resource functions are broadly recognized by all organization, among these important function's performance appraisal is a remarkable one. The report of the internship has been titled as, "**A Study on Performance Appraisal of the Employees**". The study basically based on the study overall employee's performance appraisal.

The report actually aimed at having a pragmatic notion on performance appraisal process and how it effects in the development of human resources and organization development. To meet the goals primary research was undertaken with the help of questionnaire, the target respondents were the employees of Redeemer Technologies. Tables and charts were used to translate data into meaningful information.

The report consists with introduction to the industry and the company profile. Later portion of the report deals with the theoretical background of the study, data collection and explanation, findings and suggestions by studying the employees view about the performance appraisal, collecting information about elements that has to be included in the employee's performance for work life balance and giving recommendation to the company for its improvement.