RESEARCH PLAN PROPOSAL

Impact of Performance Appraisal on Career Advancement

A Comparative Study of Agricultural Research Institutes

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Earlier researches were carried out to study the impact. *Corresponding author: Hanaan Ehsan, Department of Business Administration, Kohat Islamabad Campus, Preston University, Pakistan, Tel: 03335475567/ 03455282512; E-mail: hanaan_ehsan@hotmail.com. Received April 16, 2018; Accepted August 03, 2018; Published August 20, 2018. Citation: Ehsan H (2018) Impact of Performance Appraisal, Work Design and Compensation on Employee Performance: A Study of Telecom Sector. Citation: Ehsan H (2018) Impact of Performance Appraisal, Work Design and Compensation on Employee Performance: A Study of Telecom Sector. J Glob Econ 6: 301. doi: 10.4172/2375-4389.1000301. Page 4 of 9. Performance appraisals determine the pay and perks as well as the nonmonetary motivators such as promotions and challenging assignments in addition to reward and recognition systems. Thus, it is important to conduct performance appraisals professionally and with care and caution so that all stakeholders, whether they are the employees, the managers, or the HR managers are all on the same page as to the final rating and the subsequent monetary and nonmonetary incentives. The Importance of Performance Appraisals. People work in organizations for monetary and nonmonetary reasons. While monetarily, employees look forward to increasing pay and perks, they also look for job satisfaction and fulfillment in their jobs. Thus, the Performance appraisal is the name of a process that defines expectations for employee performance and it measures evaluates and record employees\textsuperscript{™} performance and provides feedback to the employee is called performance appraisal (Bartol and Martin, 2003). Performance is in a straight line depends on the competence of the individuals allocated. A comparative study was done on Australian students relative to Hong Kong and Taiwanese students. This study, examine the importance of factors which influence the comparative career choices of Australian, Hong Kong and Taiwanese students, in selecting accountancy as a career. The importance of performance appraisal to the human resources department as efficient employees are identified and promoted. On the other hand, the inefficient ones are demoted or encouraged on areas to improve on. Again, employees with inflated ideas of how well they can do within the organization are realistically assessed on their worth to the organization. Appraisals, therefore, are a good opportunity for them to shift their focus from their daily hustles and focus on employees and the direction to which the team is headed. It is also important to note that, when the appraisal is done, merit ratings are compiled and compensation packages including salary rates, extras, bonuses, prerequisites and allowances easily compiled. Performance Appraisal Methods  is a systematic evaluation of an individual with respect to performance on the job and individual\textsuperscript{™} potential for development. Definition 2: Formal System, Reasons and Measures of future performance \textsuperscript{™} potential for development. â€œ is formal, structured system of measuring, evaluating job related behaviors and outcomes to discover reasons of performance and how to performâ€” Performance Appraisal Methods. â€œ is a systematic evaluation of an individual with respect to performance on the job and individual\textsuperscript{™} potential for development.â€œ Definition 2: Formal System, Reasons and Measures of future performance. â€œ is formal, structured