

Performance Appraisal System in Banking Sector

*Rupal Chavda

Abstract

Performance Appraisal occur in every organization, even when the formal process may be no more than continuing to issue paychecks to employees on a regular basis. The most productive companies are those which put a significant amount of resource toward improving the skills of their managers in conducting performance appraisal, and which work with employees so that the entire organization receives the maximum benefit possible from the process. This is particularly important with regard to new employees, since the success of the company depends on new employees understanding their role within the organization, and receiving feedback in a timely manner so that they can work toward common organizational goals. This paper will provide a guide to tackle the factor affecting the performance appraisal of the employees and to improve the job involvement, sincerity and thereby services of banking sector and examines various aspects of employee appraisals, with a particular emphasis on the role of the appraisal process and new hires.

Keywords: Performance Appraisal, Nationalized Banks, Private Banks, Banks Employees P.A. Level.

* Asst. Professor, M. J. College of Commerce, Bhavnagar, Gujarat, Email id: rupalchavda.rc@gmail.com