



**A STUDY ON PERFORMANCE MANAGEMENT SYSTEM
TOWARDS SIVARAJ SPINNING MILLS, DINDIGUL
DISTRICT: ANALYTICAL STUDY**

J. Reeman Walter*, D. Kumaresan & Dr. B. Velmurugan*****

* PG Scholar, Department of Management Studies, NPR College of Engineering & Technology, Dindigul, Tamilnadu

** Associate Professor, Department of MBA, NPR College of Engineering & Technology, Dindigul, Tamilnadu

*** Associate Professor & HOD, Department of Management Studies, NPR College of Engineering & Technology, Dindigul, Tamilnadu

Cite This Article: J. Reeman Walter, D. Kumaresan & Dr. B. Velmurugan, "A Study on Performance Management System Towards Sivaraj Spinning Mills, Dindigul District: Analytical Study", International Journal of Multidisciplinary Research and Modern Education, Volume 9, Issue 1, Page Number 137-141, 2023.

Copy Right: © IJMRME, 2023 (All Rights Reserved). This is an Open Access Article distributed under the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium provided the original work is properly cited.

Abstract:

Performance management is important to management because they determine the behavior of workers in the organization. The commonly held opinion is that "A satisfied worker is a productive worker", A satisfied work force will create a pleasant atmosphere within the organization to perform well, hence performance management has become a major topic for research studies. The specific problem addressed in this study is to examine the impact on performance. It considered which rewards determine the performance of an employee. It also considered influence of age, gender, and experience of employees on level of job satisfaction. In addition, it investigated in most satisfying event of an employee in the job, why employees stay and leave the organization. Data were collected through a field survey using a questionnaire from the employee groups, namely Professionals Managers and Non-managers from organizations covering sivaraj spinning mills. The analysis data revealed that there exists positive correlation between job satisfaction and performance of employees.

Company Profile:

Sivaraj spinning mills is a distinguished member of the group of companies under Sri Shanmugavel Mills Group, a leading name in the Indian textile industry with 15 manufacturing units spread across Tamil Nadu, as well as diversified interests in steel fabrication, wind farming and education. We with over three decades of experience in textile industry, still leverage on robust research to leave remarkable foot-prints in the field of operation and be a domestic market leader across its four product portfolios: Yarn, Woven fabric, Knitted fabric and Readymade garments.

Renowned Business House:

Sivaraj Spinning Mills is a unique organization with operations that begin at the cotton fields of India and end with an in-house readymade garments brand. With headquarters based in Coimbatore, state-of-the-art-manufacturing factories in Dindigul & Tirupur, and offices in Guntur, Bengaluru, Mumbai, Ahmedabad and Ludhiana. We boast a loyal fan following that includes the top business houses of India and exports to more than 60 countries worldwide

Perfection in Quality:

By understanding the ever-changing trends of the market, we offer our clients with excellent quality products that are well in accordance to fashion. Since inception, we have deployed relentless efforts not only to deliver the best quality but also to provide uncompromised services that meet and exceed customer expectations

Spectacular Growth:

With dedicated team of inspired professionals having extensive experience, we've grown from a small scale entrepreneurship to one of India's most respected conglomerate. By embracing the latest developments in textile manufacturing & by doing continuous investments in plant & machinery for capacity enhancement, we target to double our revenues within the next two years. Our commitment to do business responsibly have enabled us to grow manifold and gain a repute. Over the years, we have created lasting value for all our stakeholders, put enduring smiles on the faces of Sivaraj Spinning Mills shareholders, customers, employees, and the society at large.

Our Philosophy Vision:

Our aim is to be the most preferred brand globally and trusted partner for our clients to procure quality yarns, fabrics in the textile business, determined to meet customer needs by being flexible, agile, and dynamic.

Mission:

To constantly focus on innovation, create a premium brand experience vital to stand out amongst other brands.

Core Value:

Being innovative to achieve sustainable growth, Proven customer centric service, Commitment to operational excellence, Equity and respect for every stakeholder, Following transparent business practices, Commitment to environment sustainability

Concept of Performance Management:

As a communication system, it is developed to assist employees in succeeding. It not just requires direction, from the end of managers and supervisors, but also needs active participation on the part of employees. It makes sure that employees are known about their key job functions, aware of the performance level expected, get constant feedback on their performance, have opportunities for training and development, get ratings on their performance and reward thereon, in just and fair manner.

- Outstanding Performance (O)
- Very Good Performance (VG)
- Good Performance (G)
- Below Good Performance (BG)
- Unsatisfactory Performance (U)

Need of the Study:

- This study is basically focused on understanding the practical exposure in the industry and not for data and information i.e. to experience the firsthand knowledge about how an organization is being run.
- To identify and understand the practical work process followed in an organization
- To understand various practical difficulties faced in an organization and how its solved in a profitable manner.
- To study and prepare an organization chart of an organization and to understand the functions of the organization at various departments at each level.
- To interact with the personnel's and workers (both external & internal) to find if there are problems with the process and record the findings.
- To undergo a brief study on the following management aspects

Objectives of the Study:

- The main objective of the study is to employee attitude present Performance management with special reference to Sivaraj spinning mills at Dindigul.
- To find out how the Performance management is carried out in the organization
- To find out the employees' perception about the concept of Performance management
- To find out attitude of the employees towards Performance management.
- To find out employee satisfaction towards the management response to their suggestions.

Review of Literature:

Walton (2018) Performance management systems are powerful tool for change. People in the same job with the same experience expected and got the same pay and had roughly the same prospects of promotion. The shift towards a performance culture was a dramatic one. It was based on equity, rather than equality, and managed by means of performance. Since that meant being rewarded for what the employees did, it also required help and clear feedback on a regular basis from managers on individual performance. It required specific goals and targets to be set, with measurable success criteria such as key performance indicators, or key result areas. It required regular progress reviews and a meaningful annual appraisal. Data had to be collected on performance and that served as the basis for all decision making.

Baron (2019) Performance management provides a strategic link through their evaluation and audit, in order to become aware of the skills, abilities, knowledge, and behavior of employees. In this way, senior management learns about how to meet the current and future needs of their organization and receives appropriate feedback on the alignment of employee behavior toward the achievement of goals, and whether individuals meet the requirements for achieving organizational goals.

Armstrong (2020) The appraisal system should designed towards the development of employees career through continuous training which leads them to psychometric matters such as right attitudes, perceptions, leadership practices, teamwork and organization culture. Job commitment, motivation and incentives or rewards only work if the organization able to establish clear performance objective goals at each stage within the organization. Besides, performance appraisal is a systematic method of appraising individuals and giving meaningful feedback on which employee's performance improvement could be made. Indicated in their research study that performance appraisal only effective based on the following principles which is "desired performance minus the actual performance equivalent to the need for action "taken by the management to motivate and retain the employees.

Sai Nudurupati (2021) There has been a lot of research focused on performance measurement in general. In the last few decades, a number of successful studies were reported in implementing performance measurement. However, very few studies were reported on performance measurement in businesses operating in

textile industry. Hence the objective of this paper is to implement performance measurement in a business operating in the textile sector using action research. This study has shown that by introducing small changes in the textile industry through a structured performance measurement system (PMS) with appropriate management information systems.

Statement of the Problem:

Employee attitude on present Performance management is important for an organization, as it helps organizations ensuring employees are working hard to contribute to achieving the organization's mission and objectives. Performance management sets expectations for employee performance and motivates employees to work hard in ways that is expected by the organization. Moreover, performance management system provides a completed and professional management process for organizations to assess the performance results of organizations and employees.

Hypothesis of the Study:

According to Lundberg, "A hypothesis is a tentative generalization, the validity of which remains to be tested. In its most elementary stage, the hypothesis may be any hunch, guess, imaginative idea, which becomes the basis for action or investigation.

- There is no relationship between the Job related factor and Quality of work life of Spinning MILLS employees in Dindigul District (H0)
- There is a strong relationship between the job related factors and Quality of work life of Spinning MILLS employees in Dindigul District (H1)

Research Methodology:

Case study is the a compact, inclusive study of the actuality of business situation or it is a systematic gathering of adequate information about the business situation so that other understand the various realities of it functions.

It is form of qualitative and quantitative analysis of a careful and complete observation of a business situation, a problem a person as an institution. It is an in depth and detailed study of the real situation, quantitative dale analytical frame work, and overall evaluation and interpretation are essential in gradients of case studies, because they are expected to provide very valuable lessons of practical implication.

It can be covering all the aspects of background of the environment and the industry situation within which it operates. The working results and financial statements of the concern are examined it assess the effectiveness of managerial decisions. Almost always the case contains some information about the industry and its competitive conditions, some historical background about the concern itself, information about its products, Production facilities, marketing, general organization plan, and a back ground of its management and their culture, as well as the concerns organization all climate.

Research Design:

The formidable problem that follows the task of defining the research problem is the preparation of the design of the research, popularly known as the "research design". A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. As such the design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data.

Sample Design:

Sampling may be defined as the selection of some part of an aggregate or totality on the basis of which a convenience or inference about the aggregate or totality is made. In other words, it the process of obtaining information about an entire population by examining only a part of it.

Data Source:

Data was taken mostly through primary data. However, company and product profile were referred too. A structured UN-disguised interview schedule was designed to collect data source. The schedule method was opted since the method would help to concise amount of information.

- Primary Data: Primary data are those, which are collected for the first time. They are original in character. The data collected by the investigator for the first time for their own use is usually classed as primary data.
- Secondary Data: Secondary data are those that have already been collected by others. These are usually available in journals, periodicals, dailies, research publication official records etc., they may either be available in published form or in an unpublished form. When it is not possible to collect the data by primary method, the investigator may make use of this method

Statistical Tools Applied:

Statistical tools like simple percentage and chi square used in the compilation and computation of data.

- Percentage Analysis
- Chi-Square Test
- Correlation Analysis

The primary data had was collected from the samples from various areas and have been properly arranged, edited and tabulated in a systematic format and analyzed by using appropriate statistical tools. A bipartite correlation and liner regression analysis were carryout using SPSS

Limitations of the Study:

- Due to time constraint, the researcher has covered only a sample of 120.
- Employees are hesitate to express their problems about the management system as they feel that performance management system is a management issue and is not ready to give opinion against management is the biggest limitation for the study.
- Most of the employees are overload with work and don't find time to spend in filling up the questionnaire.
- Due to lack of time interview schedules could not be used to collect data.

Data Analysis and Interpretation:

Table 1: Table Showing Who Performs the Appraisal

Particulars	No of Respondents	Percentage %
Department Head	15	12.5
Unit Head	10	8.3
Personal Department	10	8.3
Self-Appraisal	25	20.8
Performance Management Committee	60	50
Total	120	100

Source Data: Primary Data

Interpretation:

The above table shows that respondents 12.5% of department Head, 8.3% of Unit head, 8.3% of Personal Department, 20.8% of Self appraisal, 50% of Performance management Committee Thus, the majority of the respondents (50%) of performance management committee.

Table 2: Table Showing the Outcome of Performance Management

Particulars	No of Respondents	Percentage %
Probation Declaration	22	18.3
Promotion	38	31.7
Confirmation	-	-
Training	40	33.3
Selection	20	16.7
Total	120	100

Source Data: Primary Data

Interpretation:

The table shows the outcome of performance management 18.3% declaration, 31.7% of promotion, 33.3% of training and 16.7% of selection. Thus, the majority of the respondents (33.3%) of shows the outcome of performance management.

Conclusion:

The above study helps to know about the performance management. The study is done with full co-operation of the employees and the management, as far as possible within the given limits the study is completed. Most of the employees had given satisfied and highly satisfied result, for almost all the factors. From this the researcher concludes that the performance management of employees good, but the management can boost up the motivation and morale of employees with change the persuasion of employees towards this organization, the management can increase the pay scale of employees to avoid labor turnover, which would improve the organization in varies ways and help the organization to achieve its objectives efficiently.

References:

1. Ahmad Kamilah & Shafie Mohamed Zabri (2016), Inventory Management Practices among Malaysian Micro Retailing Enterprise. *Journal of business and retail management research*. 11(1).p. 97-106.
2. Aijuan Zou (2012), Optimization Research of Construction Inventory Management on Site Based on Inventory Theory, *Applied Mechanics and Material*. 29(11).p. 1321-1325
3. Anonymous (1992), Good Inventory Management Crucial in Recessionary Times, *Building Strategies for Business Owners*, 22(4). p6.
4. Anonymous (2001), Overview on Inventory Management, *Annual Survey of Inventory Management*. 1(3).p. 3-6.
5. Ballou & Ronald H (2000), Evaluating Inventory Management Performance Using a Turnover Curve. *International Journal of Physical Distribution* 30(1).p. 72-85.
6. Bennett & Solon A (1985), Reduce Costs with Material Management, 26(2).p. 46.

7. Besta P, Janovska K & Lampa M (2012), Logistics Management in Metallurgical Production. Metallurgical Journal, 65(1),p. 51.
8. Biggart & Timothy B (2002), Impact of JIT on Inventory to Sales Ratios, Industrial Management and Data System, 102(3),p. 197-202.
9. Cox & James F (1986), Inventory Management for Hospital Pharmacies Hospital Material Management. 8(1),p. 64.
10. Denton D & Keith (1994), Top Management's Role in Inventory Control. Industrial Engineering, 26(8),p. 26.