



Impact of Performance Evaluation on Employee Productivity

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ABSTRACT

The purpose of this cross-sectional study is to explore the impact of performance evaluation on employee productivity in organizations in Pakistan. Mostly the organizations face low productivity level due to the performance appraisal system. Most of the reactions from employees are seen after the evaluation. As the organizations play vital role in developing the economy of the country. The significance of the relationship was explored on the survey based on primary data collection. This study uses reliability analysis, correlation and regression as well as descriptive analysis. Data was carried out and with the help of regression analysis the relationship between performance evaluation and employee productivity was seen. As a result, they have a positive and significant relationship with each other. It indicates that employees are well aware of importance of performance appraisal system. The study shows that if the organization encourages its employees through performance appraisal their productivity will increase and encourages communication and interaction at all levels in the organization for the sake of knowledge sharing, view mistakes of the employees as the opportunity to learn and reward them based on such criteria, it will be able to motivate them intrinsically and extrinsically both. It has leave room for the future researches in way that they can find the impact of both dependent and independent variable. The data gathered was through SPSS. The technique used was regression analysis. The finding states that aims on performance organized which is a part of evaluation system.

Keywords: Performance appraisal, Human resource management, Employee Productivity.

Table of Contents

1. Introduction	6
1.1 Background of the study	8
1.2 Problem Statement	9
1.4 Research objectives	9
1.5 Research Questions	9
1.6 Significance of study	9
1.7 Delimitations of the study	10
2. Literature Review	11
2.1 Employee Motivation	11
2.2 Organizational Learning	12
2.3 Organizational Culture	15
2.4 Gap Analysis	17
2.5 Operational definitions	17
2.5.1 Organizational learning	17
2.5.2 Employee motivation	18
2.5.3 Organizational Culture	18
2.6 Hypothesis	18
3. Theoretical Frame work	19
3.1 Organizational learning	20

3.2 Employee motivation	20
3.3 Organizational Culture	20
25 4. Methodology	21
4.1 Research Design	21
4.2 Data collection method	21
4.3 Instrument Development	21
4.4 Data Measurement	21
4.5 Time Horizon	22
47 4.6 Population	22
4.7 Sampling Technique	22
4.8 Sample and Sample size	22
4.9 Type of analysis	22
30 5. Data Analysis and Results	23
5.1 Demographics	24
5.2 Descriptive Analysis	26
5.3 Factor Analysis	28
5.4 Validity and Reliability	29
5.5 Correlation	30
5.6 Linear Regression analysis	31
5.7 Discussion and Findings	33

5.8 Implications	34
5.8.1 Academic Implications	34
5.8.2 Managerial Implications	35
5.8.3 Limitations of the study	35
5.9 Conclusion and future Recommendations	37
References:	39
Appendix A- Questionnaire.....	47

List of Tables

Table 1: Summary for Performance Evaluation	17
Table 2: Aspect of Employee Performance	21
Table 3: Definitions of Performance.....	25
Table 4: Demographics	28
Table 5: Correlation Matrix	40
1 Table 6: Regression Analysis summary for organizational learning and employee motivation ..	41
Table 7: Regression Analysis summary for organizational culture and employee motivation	Error! Bookmark not defined.
1 Table 8: Regression Analysis summary for moderating effect of Organizational culture on organizational learning and employee motivation.	Error! Bookmark not defined.