

"Analysis of Performance Appraisal and Employee Productivity in Fauji Fertilizer Company Limited"



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Abstract

In emerging economies business sector is considered as a back bone, and it contributes maximum in economy of the country. Businesses can be run on basis of their employee's efficiency, through which businesses get their optimum productivity. Appraisals have been cited to range from official, prescribed meetings between an evaluator and employee to casual, change occasions where evaluator observe work activities and indicated his or her assessment with and informal comment. Performance appraisal can be used to positively affect employee motivation, productivity, efficiency development, improvement in performance etc. Core focus of performance appraisal process is to ensure the alignment of personal goals of individual employees with the departmental goals and on the whole with the goals and objectives of the organization. It is a process to keep the check on the efforts and motivation level of the employees to achieve those common goals and taking corrective actions where necessary. The performance appraisal system is interconnected with performance management and rewards system that aligns the members to work behavior, employee's involvement and workplace technology. Performance appraisal system of Fauji Fertilizer Company is always concerns about the systematic process of jointly assessing the work related achievements, showing the actual strength and reduces weakness of individuals working in the organizations.

Table of Contents

Chapter 1: Introduction.....	5
1.1 Mission and Vision of FFC	7
1.2 Project Objective	8
1.3 Project Goal.....	8
1.4 Importance of Project.....	8
1.5 Project Contribution	9
1.6 Report Organization.....	9
Chapter 2: Business Profile of Fauji Fertilizer Company.....	10
2.1 Business Model	13
2.2 Fauji Fertilizer Company Market Value	13
2.3 Product or Service Portfolio of Fauji Fertilizer Company	14
2.3.1 Urea Fertilizer (FFC & FFBL).....	14
2.3.2 SOP Fertilizer (FFC).....	14
2.3.3 Financial Services.....	15
2.3.4 Fruits &Vegetables	15
2.3.5 DAP Fertilizer (FFC & FFBL)	15
Chapter 3: Problem Definition and Symptoms Cause PA system Outcome	17
Chapter 4: Design and Implementation	21
4.1 Analysis of Interviewed Data.....	21
4.2 Analysis of Questionnaire Data.....	22
Chapter 5: Implication, Limitation and future direction.....	24
5.1 Implication	24
5.2 Limitations	25
5.3 Future Directions.....	26

Chapter 6: Conclusion.....	27
Recommendations.....	29
Bibliography.....	30
Appendix.....	33
6.1 Questionnaire	33
6.2 Part 1: Personal Information	33
6.3 Part 2: INSTRUCTIONS	34
6.3.1 Section A: Workplace Environment	34
6.3.2 Section B: Employee Job Design.....	34
6.3.3 Section C: Employee Behavior and Attitude	35
6.3.4 Section D: Employee Outcome.....	35
6.3.5 Section E: Performance appraisal system.....	36