

**"Targeting Improvements in the Performance  
Appraisal System at Teradata Global Consulting  
Pakistan (Pvt.) Limited"**



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## **ABSTRACT**

The present study focuses on the performance appraisal process at Teradata Global Consulting Pakistan (Pvt) Limited. An effort is made to analyze the various components of the performance appraisal process being followed at the organization. Personal observation has revealed recent trends regarding the failure of the performance appraisal system to achieve its objectives. Concern among the employees is growing and acceptance for the performance appraisal activity is declining steadily. Quantitative and qualitative methods are adopted to analyze the current scenario. A questionnaire analysis verified the concerns being highlighted by the employees.

A recommendation/action plan was developed to not only target an overall improvement in the existing performance appraisal process, but also to gain increased support for the performance appraisal activity and bring about a change in the mindset of the workforce at the organization.

The study was conducted in a way so that it serves as a platform for future participatory action research at the organization to bring about further improvements in the performance appraisal system.