

**IMPACT OF 360 DEGREE APPRASIAL ON EMPLOYEE CAREER
PROGRESSION AT TEXTILE INDUSTRY IN KARACHI**

By

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A thesis presented to the Department of Management Sciences, Bahria
University Karachi Campus, in partial fulfillment of the requirements
of the MBA degree



SPRING, 2017

Bahria University Karachi Campus



MBA Thesis
2nd Half-semester Progress Report & Thesis Approval Statement

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Supervisor-Student Meeting Record

S. No	Date	Place of Meeting	Topic Discussed	Signature of Student
5	21-05-2017	Supervisor's Office	Chapter 1, 2 & 3(Literature review, Methodology, Questionnaire) discussion.	Mahwish
6	10-07-2017	Supervisor's Office	Chapter 4 Data Analysis and integration discussion.	Mahwish
7	26-07-2017	Supervisor's Office	Chapter 5 & 6 Critical analysis and Conclusion plus recommendations.	Mahwish

APPROVAL FOR EXAMINATION

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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at **14%** that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature: Date: 30/8/17

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Abstract

Purpose:

The core purpose behind the study was to find the impact of 360 degree appraisal on employee's career progression. Performance appraisal is considered an essential tool to motivate and develop employees. Hence, 360 degree evaluation method of performance appraisal is valuable tool to assess the employee performance from different dimensions.

Methodology:

The research is explanatory in nature and involves quantitative data, quantitative data collected through a structured questionnaire. The sample size of 373 employees were selected who are successfully working in selected textile organizations. Moreover the approach used in research was deductive. To evaluate the data regression and correlation tests were applied.

Findings:

The result shows that there is no impact of Peer Appraisal, on employee career progression in Textile Industry. Although this is important components of 360 degree Performance Appraisal but this components is absent in these organizations. However self-appraisal, Subordinate appraisal, Supervisor Appraisal and participation in goal setting are strongly contributing towards career progression.

Practical implications:

This study is likely to help the management of selected textile organizations to improve their performance management system by successful implementation of 360 degree Performance Appraisal for employee's developmental purpose. Other organizations may also benefit from this study.

Keywords: Performance Appraisal, 360 degree evaluation, Career Progression, Self-Appraisal, Supervisor Appraisal, Peer Appraisal, Subordinate Appraisal, Participative Goal setting

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