ABSTRACT OF

"TO ANALYZE THE IMPACT OF PERFORMANCE MANAGEMENT SYSTEM IN THE GROWTH OF EMPLOYEE"
(A SPEACIAL REFERENCE OF INFORMATION TECHNOLOGY COMPANIES)

SUBMITTED TO

CH. CHARAN SINGH UNIVERSITY, MEERUT

FOR THE AWARD OF THE DEGREE

OF

DOCTOR OF PHILOSOPHY

IN

COMMERCE & BUSINESS ADMINISTRATION

C.C.S. UNIVERSITY

MEERUT

2020

Supervisor
Dr. TRILOCHAN SHARMA
Associate Professor,
Department of Commerce,
Ch. Charan Singh University, Meerut

Submitted by
REENA SINGH
(Enrollment No. 0219083)

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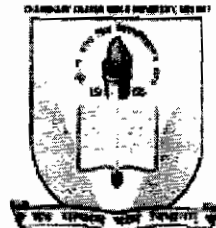**CH. CHARAN SINGH UNIVERSITY, MEERUT**

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ABSTRACT

The evolution of IT system in India is affected the human resource practices, recruitment and selection practices, and training system. It is very important that the details of human resource are discussed along with the employees, to build their own career planning, perceptions and development. The primary strength of the companies is the human resource that is why the efforts to develop the skills and management are the main subject placed before the human resource. A key focus of the human resource System is highlighted in the role of staffing, performance management, training and development, and compensation that plays indifferent types of business strategies. With the acquisition and preparation of human resources, including planning, recruitment, selection, and training can affect the whole organizational performance. An effective training systems of the manager's role in determining employee's readiness for training, creating a positive learning environment, and ensuring the training is used on the job.

Today, information technology has become not only a tool to process data and record transactions, but also a competitive weapon that can change an industry's structure. This study aims to examine the different practices of Performance Management System which are adopted by the Information Technology sector. Secondly to find out the implementation level of PMS, thirdly to study the impact of PMS and its impact on employee's performance and last is to suggest appropriate action choices for effective results and implementation of PMS in the I.T. organizations.

The detailed objectives of the research are:

- To measure the impact of feedback and counseling system on employee's performance.
- Does the Performance Appraisal System influence employee performance and to what extent?
- To analyze the impact of HRD Climate on performance of the employee.
    - I.   To examine the effectiveness of Training & Development in the growth of the employees.
    - II.   To examine the impact of career planning on the performance of employee.
- To analyze the performance management impact on employees of I.T. organization.
    - I.   To identify the effectiveness of Compensation & Recognition on the performance of employees in Information Technology organization.

The sample under study was comprised from the employees of the several companies in Delhi NCR region of INDIA. A total of 500 employees of different companies are participated in the study. The necessary data were collected through online google form of questionnaire. Based on the statistical analysis of the data, the study suggests that the performance management system are plays a vital role in the growth of employees in term of their career.

As per the relevancy of this research and the findings of similar research observed during the literature survey and also achieve the objective of this research, the hypothesis have been designed:

NULL HYPOTHESIS (H0)

H_{01}: There is no significant role of Feedback and Counseling in employee's performance.

H_{02}: There is no significant impact of Training & Development on employee's performance.

H_{03}: There is no significant effect of Performance Appraisal on employee's performance.

H_{04}: There is no significant impact of Compensation & Recognition on Employee's performance.

H_{05}: There is no significant relation of Career Planning with employee's performance.

The study also finds some important approaches and proposals of performance management system and its effect on Employee performance in I.T. companies of Delhi & NCR. This analysis discovers the relationship between employee performance and impact of performance management. The findings of the research explain the enough evidence to support the hypotheses. The outcomes of the analysis focus on the impact of performance management on individual effectiveness and organizational effectiveness. Such factors like feedback & counseling training & development, performance appraisal, compensation & recognition and career planning mentioned in the questionnaire showed that there is a relationship between performance management and overall employee performance in I.T. companies. I.T. companies are more and more concerned for competitive advantages by improving employee's performance.