

Appraisal for HR Department of Taiga Apparel



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Declaration

We, the undersigned hereby declare that the Masters Project report entitled “Development of Performance Appraisal System for Taiga Apparel Private Limited” developed and written is our original work with the special reference to “Taiga Apparel Pvt. Ltd.” and submitted to our program head “Aizza Anwar” on 03-01-2018. This project work is gathered and put to use to fulfill the purpose and objectives of our research. All the means or sources used for fulfilling the purpose of our project are carefully declared and cited. Due references to the literature are properly given as per current rules, wherever the contributions of other researchers are used. The work was done under the guidance of Miss Aizza Anwar. This project has not been utilized in the same or in a similar version of work for attaining a degree or any sort of academic grading or being published anywhere. It has been found satisfactory in terms of scope, quality and preparation in partial fulfillment for the award of a degree in “Masters in Human Resource Management” in “University of Management & Technology”.

Executive Summary

This project is conducted on Taiga Apparel, in which job description (JD) of employees have been aligned with performance appraisal (PA) of employees in a company. The company took this initiative because intent to change its organizational structure by centralizing and formalizing. The goals and objectives of the company and its department as revised under the light of these changes. This project assisted company on the 1st phase of the project in designing performance appraisal. Performance Appraisal process needs more emphasis and a proactive approach while managing the performance. Clear job descriptions of employees would make employees accountable performance and responsibilities, the JDs of employees would help managers to evaluate the performance in a better way. Documents were studied in details and a few unstructured interviews were conducted from employees of HR department to update JDs according to the updated task and create performance appraisal accordingly. The secondary research found number of gaps in JDs which required concentration in order to ensure that the employer needs valuable resources and retains employees make significant differences in the success of company. Therefore, new JDs and PA were proposed. The support of top management will be required for proper implementation of initiative for proper system of evaluation of performance and accountability.

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Chapter No. 1

1.1 Introduction:

Human Resource Management (HRM) gives organizations an advantage because it has now proved to increase the competitiveness of an organization (Chretien et al., 2005). Organizations should place importance on HRM in order to become better competitors and increase efficiency (Chretien et al., 2005). This means that organizations must place more emphasis on building their HRM planning and career programs.