
LIST OF TABLES

NUMBER	TITLE	PAGE
2.1	Major companies under Kirloskar Group	29
5.1	Type of Appraisal System	55
5.2	Periodicity of Appraisal System	56
5.3	Consideration of previous year performance to current	56
5.4	Opinion on periodic changes in appraisal system	57
5.5	Applicability of the system to jobs	58
5.6	Attitude of the appraisees	59
5.7	Improvement in appraisee's performance	60
5.8	Rewards to deserving employees	61
5.9	Consistency in appraisee's performance	61
5.10	Whether the system is problem solving system?	62
5.11	Whether promotions should be made on appraisal	63
5.12	Prevention of close supervision	64
5.13	Appraisal system - measure of performance	65
5.14	Recommendation of promotion on appraisal	65
5.15	Effectiveness of system	66

5.16	Encouragement to appraisee's idea & suggestions	67
5.17	Effect of appraisal system on communication	68
5.18	Satisfaction of appraisees	69
5.19	Active participation of appraisees in appraisal system	71
5.20	Independent decision making skills	71
5.21	Use of special skills and abilities	72
5.22	Active working without close supervision	73
5.23	Use of system in salary planning and promotion	74
5.24	Improvement in appraisees' job performance	75
5.25	Appraisal system as aid to problem solving	76
5.26	Impact of appraisal system on supervision	77
5.27	Impact of appraisal system on prestige of job	78
5.28	Consideration of outside behaviour while appraising	79
5.29	Appraisees who appraise their performance themselves	80
5.30	Training to appraisees	81
5.31	Freedom to express grievances	82
5.32	Relationship between good performance and reward	83
5.33	Opportunity for double promotion	84
5.34	Impact of appraisal system on personality	84
5.35	Awareness of appraisal system	85
5.36	Need for improvement in present appraisal system	86

5.37	Suggestions of appraisees for modification	87
5.38	Acceptance of suggestions by appraiser	89
5.39	Fairness and accuracy of appraisal system	90

