

PERFORMANCE BASED SELF-APPRAISAL SYSTEM AN APPLICATION AT SCHOOL/COLLEGE LEVEL

Dr. Guruprasad M S^{*1}, Prateek Kumar Jha^{*2}, Rohan K M^{*3},
Rohan R G^{*4}, Vishnu A H^{*5}

^{*1} Associate Professor, Department of Computer Science and Engineering, SDM Institute of Technology, Ujire, Karnataka, India

^{*2,3,4,5} Students, Department of Computer Science and Engineering, SDM Institute of Technology, Ujire Karnataka, India

ABSTRACT

Performance Based Self-Appraisal is a system that provides a platform where the employees can assess their performance over a particular period of time. Based on this performance appraisal, the present working state of the employee comes into the picture. If his/her way of working is right and reaches the needs of the organization, then the employee will be rewarded accordingly. In case the performance of the employee is not satisfactory, the employee can be trained to make his performance better in future days. All these days, there was no digital user interface to perform these PBSA procedures. All we had is a manual data entry through paperwork and at most a CSV file system. Through these existing systems, data storage, data retrieval, and maintenance were inappropriate and caused malfunctioning. So, to overcome these hurdles, we are here with a better system that gives the web platform to manage the PBSA system. The system consists of different levels of hierarchy that helps in reducing the causing errors. The hierarchical order flows in the following way where the employee is at the lower level, followed by the Head of Department, then comes the Principal and finally the Management. Here the employee can fill his PBSA through the given Fill PBSA option and submit it to the higher authority, i.e., the HOD. The HOD verifies the employee PBSA, and if all the criteria match with the required then, it will be passed on to the next hierarchy where the PBSA needs to be verified once again and finally submitted to the management. The management has all the right to accept or reject the PBSA report. As it is a part of every organization for assessment of employees, a single prototype can help to build similar applications for them as well so that the monitoring of human resources becomes an easy job.

Keywords :- Performance Assessment, Performance management, Performance management system, Employee management, Human Resource.

I. INTRODUCTION

In any institution or industry, maintaining the employee PBSA (Performance Based Self-Appraisal) stands a vital role. PBSA system helps the institution head to look on the employee's performance. Generally, these works are done manually/ using traditional techniques where the management holds a file of documents for each employee, and when it comes to a decision making the management has to toggle between the records to analyze the employee. Our project aims to digitalize this process where both, filling the document and reading them will be on a web platform, which makes the task easy and also helps in easy maintenance of the documents; it also enhances the process, which would take days to get completed.

The existing system comes up with a lot of hardship to fill and monitor PBSA. With less interactive UI, the existing becomes very less user-friendly, and there is no hierarchy in the current system. To overcome this problem of the existing system, our research focuses on the impact of digitalizing the whole process of PBSA (Performance Based Self-Appraisal), which includes filling the document and reading on a web platform.

1.1 Research Gap Identified

The most significant gap recognized in the system was being interactive with the user at each phase of the process. The system undergoing execution bridges that gap and provides the user with an excellent

interactive environment. Other than this, there was a drawback in the existing PBSA system that the employee wasn't quickly aware of what mistakes he/she has done (if any). To fill out this gap, our system provides the authorities a way to let the lower subordinates know about their shortcomings in the PBSA. Hence, this makes the system better and efficient.

1.2 Business Scope

The project can be used as a platform for various institutions where PBSA is the criteria to measure the employee's performance and activity throughout an academic year. Presently the main focus is on web development of this particular project, in coming times an android app can also be developed which can be more compact and sophisticated for the users.

1.3 Performance analysis

The project aims to analyze the performance of the employees in the organization in such a way that the pros and cons of the individual can be addressed properly. The overall of effect of this entire procedure can be observed in the final outcome of the organization which will statistically grow each year as the problems whatever are observed through the data analysis can be used to overcome those weak links.



Fig -1.3.1: Performance card of an individual using PBSA application.



Fig -1.3.2: Graphical analysis of an individual using PBSA application.

1.4 UI Comparison

The UI (user-interface) of the currently existing systems are generally more complicated and hence are comparatively less user friendly. In order to make the system more responsive and user friendly the web platform is being used along with the sophisticated design so that it becomes more a fun rather than a work load for an employee to fill out their details in the system,

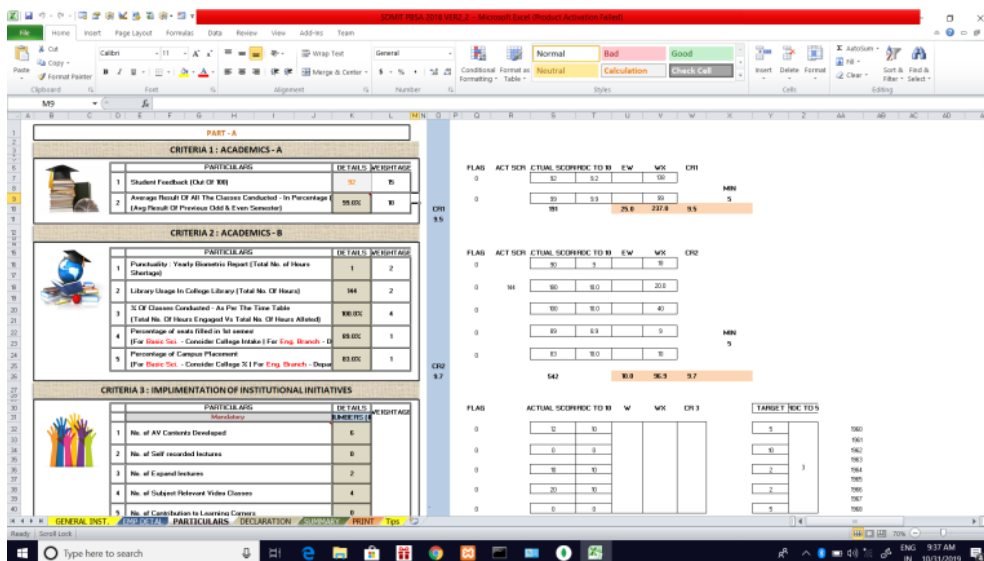


Fig -1.4.1: An excel sheet which is most commonly used.

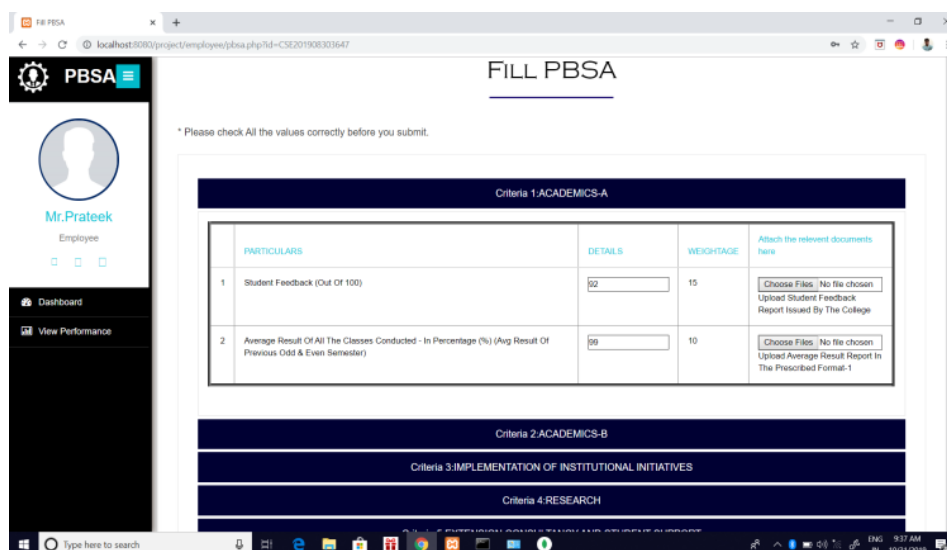


Fig -1.4.2: A view of web platform which is more user-friendly.

1.5 Comparative Analysis

The comparison is made based on the existing data in the PBSA system. Accuracy of the system is the primary concern. Apart from it, the other features are planned in a much more excellent way in the implementing order, such as making the system more interactive and providing a better interface to the users. The better what we can get from this project is work can be done at a faster rate, and there will be strict monitoring of the data from the higher hierarchy. Further, data cannot be manipulated, and calculation is the part of the backend.

Table- 1: Comparative Analysis

Sl. No.	Algorithms/ Techniques Used	Performance Measures
1.	Comparison with existing system.	Accuracy
2.	ASP .net V/s php Analysis.	Speed
3.	Data manipulation possibility check.	Security

II. CONCLUSION

The project focuses on digitalizing the whole process of PBSA (Performance Based Self-Appraisal) which includes filling the document and reading on a web platform. This also includes the required formulas implemented in the form of code which does most of the background evaluation works and thus minimizing the manual work and accelerating the speed of work. The system also verdicts to overcome the drawbacks of currently existing system such as, being an interactive and user friendly system and follows particular hierarchy which is strictly monitored by higher authorities.

III. REFERENCES

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