

Vol 7 Issue 1 Oct 2017

ISSN No : 2249-894X

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*Monthly Multidisciplinary  
Research Journal*

*Review Of  
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## EFFECTS OF EMPLOYEE PERFORMANCE MANAGEMENT ON EMPLOYEE LEARNING AND DEVELOPMENT: A STUDY OF SELECTED NATIONALIZED & CO-OPERATIVE BANKS OF PUNE REGION.

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### ABSTRACT :

**P**erformance management is a key strategy of HR management aimed at improving organizational performance in order to attain and sustain its competitive advantage. Employee Development is one of the most important functions of Human Resource Management. Employee development means to develop the abilities of an individual employee and organization as a whole. Employee learning and development could imply "the interaction between an individual and an organization is a dynamic, two way process of exchange". Such interaction include processes that facilitate learning and development, practice of new skills, performance assessment and performance improvement opportunities. Study concluded that appraisals should clarify employees job objectives, objectively assess performance, and provide developmental feedback

and training needs in order to improve employee performance. This study explored the themes and patterns of practices of EPM within the banking industry and the effects of EPM on employee learning and development.

**KEYWORDS :** Performance Management System, Learning, Development, HRM.

### INTRODUCTION

In today's world there is cut throat in Banking industry due to the private banks are well furnished infrastructure facilities and technology. So nationalized and cooperative banks has very much competition. In this employee performance management system plays important role for the development of the employee. Due to EPM the employee develop their capacity to grow in the organization. The study is related to the development activities of the employee.

### RESEARCH METHODOLOGY:-

**Data Collection:** Data is collected through Primary Data Sources and Secondary Data Sources. Primary Data Sources are collected specifically for the purpose of research study, which is to be done, and secondary data source are already collected data, with some other objective.

### Universe of the study:

The universe selected for the study is Pune region.

### Sample Size:

Managers & Officers of the Cooperative Banks - 50  
Managers & Officers of the Nationalized Banks – 50  
Sampling Technique: Sampling is done with the help of stratified random sampling.

### OBJECTIVES:-

1. To study the Employees Performance Management System and its effects on improvement in employee's productivity of selected national & urban co-operative banks in Pune region.
2. To study the employee learning and development practices and its effects on improvement in

employee's performance of selected national & urban co-operative banks in Pune region.

### HYPOTHESIS FORMULATION:-

$H_1$  There is significant relationship between Employees Performance Management System and improvement in employee's productivity.

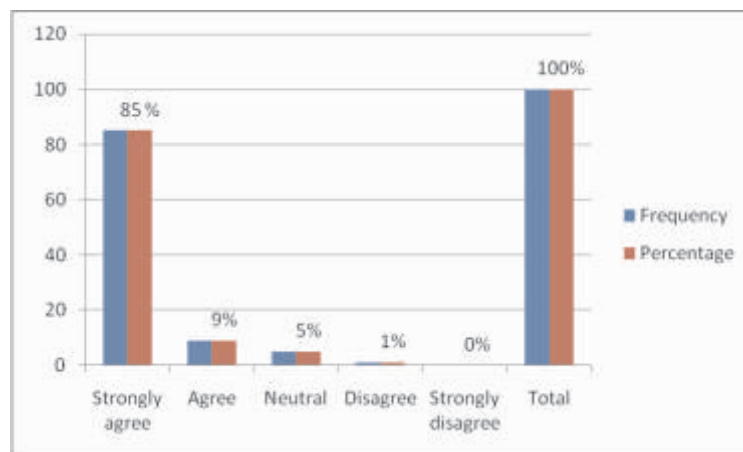
$H_2$  There is significant relationship between Employees Appraisal system and improvement in employee's performance.

### Analysis and interpretation using graphical presentation:-

1) Employee performance management system encourages employees to work hard since they are aware that their performance is being appraised and it can result into a reward also.

**Table no 1- EPM system encourages employees to work hard**

Response	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	85	9	5	1	0	100
Percentage	85	9	5	1	0	100

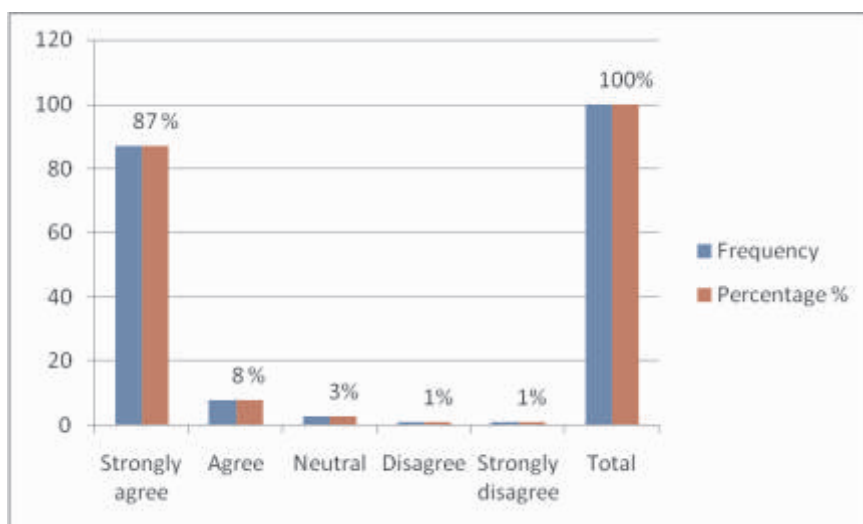


When asked that if Employee performance management system encourages employees to work hard 85 percentage respondent strongly agreed to the same and 10 percentage shown agreement, so together 95 percentage of respondents feels that Employee performance management system encourages employees to work hard.

### 2) PMS is one of the important reasons for increasing the productivity of employee

**Table no 2- PMS system is important reason for increasing productivity**

Response	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	87	8	3	1	1	100
Percentage %	87	8	3	1	1	100

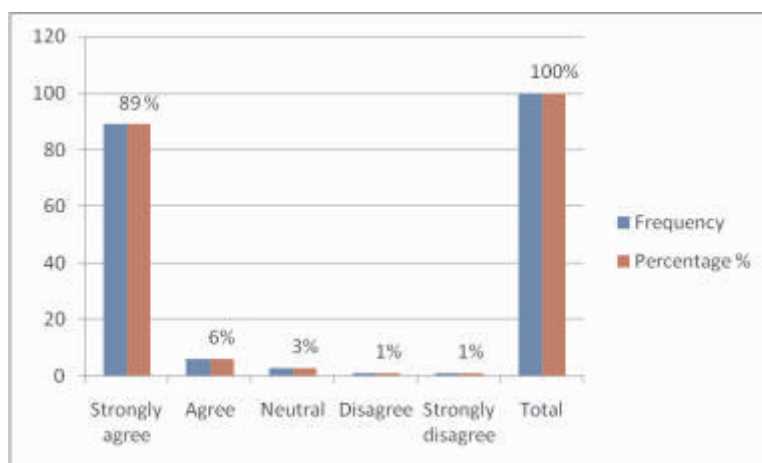


From the above graph it shows that PMS system is more important for the increasing the productivity of the employs. In this 87% employ strongly agree that PMS helps to increase the productivity.

### 3) Employees Appraisal system gives an insight on how to improve the employee's performance

**Table no 3- Employees Appraisal gives an insight on how to improve the employee's performance**

Response	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	89	6	3	1	1	100
Percentage %	89	6	3	1	1	100

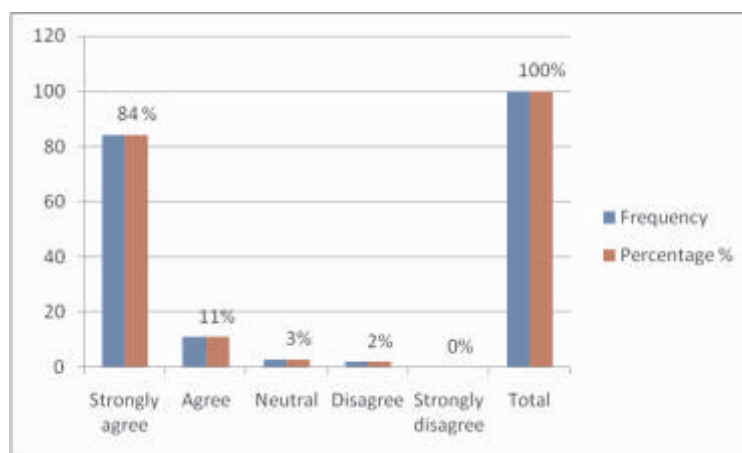


From the above graph it shows that 89% of the employees strongly agree that appraisal system gives insight to how to tmprove the performance

#### 4) The Employee learning and development practices depend on the outcome of areas of improvement received through EPMS.

**Table no 4- The Employee learning and development practices depend on the outcome of areas of improvement received through EPMS.**

Response	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	84	11	3	2	0	100
Percentage %	84	11	3	2	0	100

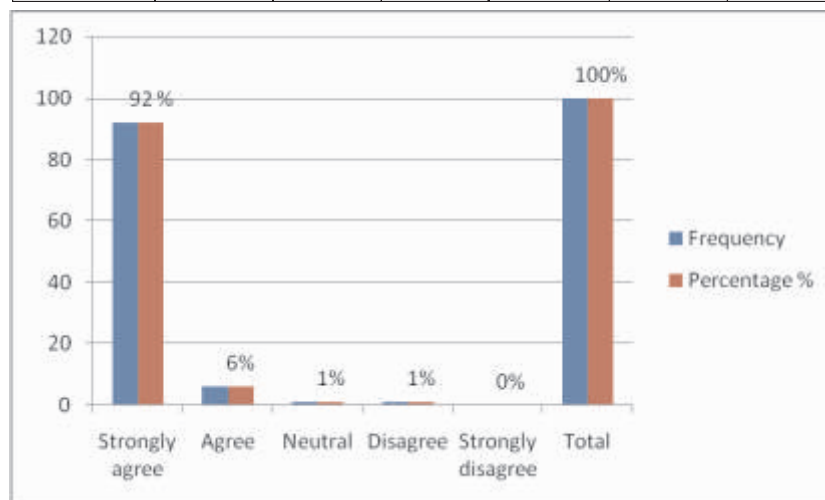


From the above graph 84 % employees agree that the Employee learning and development practices depend on the outcome of areas of improvement received through EPMS.

#### 5) Learned employee shows improvement in his performance

**Table no 4- Learned employee shows improvement in his performance**

Response	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
Frequency	92	6	1	1	0	100
Percentage %	92	6	1	1	0	100



In the above graph it shows the 92% of the employee are agree that learned employees improves their performance in the bank.

#### **From the above research following hypothesis are accepted**

**H<sub>1</sub>** There is significant relationship between Employees Performance Management System and improvement in employee's productivity. - Accepted

**H<sub>2</sub>** There is significant relationship between Employees Appraisal system and improvement in employee's performance. - Accepted

#### **FINDINGS:**

- 1) From above research it shows that 85% employees are strongly agree that PMS encourages to do hard work.
- 2) 87% employees gives importance to PMS to increase the productivity.
- 3) 89 % of employees agree that Employees Appraisal system gives an insight on how to improve the employee's performance
- 4) From the above graph 84 % employees agree that the Employee learning and development practices depend on the outcome of areas of improvement received through EPMS.
- 5) 92% of the employee are agree that learned employees improves their performance in the bank.

#### **RECOMMENDATION:-**

##### **From the above research recommendation are as follows:-**

- 1) Regular PMS system will work for improvement of employees.
- 2) Bank should concentrate on appraisal system.
- 3) Bank also concentrates on the training for development of the employees.
- 4) Learned employees give more productivity so bank also concentrate on learning modules for the employees.

#### **CONCLUSION**

PMS helps for the improvement of the employees. The appraisal system is also helps to improve the productivity. Due to PMS all employees are aware about their performance. So they always aware about PMS which will help to improve productivity, performance and learning development activities.

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