

IMPACT OF PERFORMANCE APPRAISAL SYSTEM ON EMPLOYEE MOTIVATION AT UBL

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MBA Thesis

2nd Half-semester Progress Report & Thesis Approval Statement

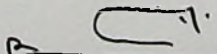
Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	11/11/15	Supervisor's Office	Questionnaire Data Collection Method	Samia
6	23/11/15	"	Discussion on Critical Review	Samia
7	14/11/15	"	Discussion on Recommendations	Samia

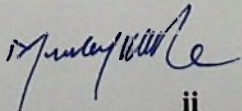
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ABSTRACT

Purpose: The main objective of this paper is to investigate the impact of performance appraisal system on employee motivation. Employees are assets of any organization. To achieve organizational goals, it is important that employees are motivated. The whole purpose of conducting this paper was to determine whether employees feel motivated through performance appraisal or not.

Methodology: The study involved use of questionnaire filled by 70 respondents to get the primary data of UBL. For the sampling of data collection, Non-convenience sampling was used. The respondent individuals belonged to different age groups, different departments and levels of UBL. To check the reliability, and to find out the correct outcomes, SPSS software version 20.0 was used. CORRELATION was used for data analysis.

Results/ Findings: The analysis and comparative results clearly suggested that UBL still has to work more on the better of their performance appraisal system so that employees feel more motivated. It was concluded that employees are motivated through performance appraisal system but still need some improvements to make the appraisal system effective.

Practical Implications: The results of the research will help the UBL in implementing the performance appraisal system for their employees and motivate them to get high performance. This will also help them to improve the work performance and productivity of the organization. Performance appraisal plus motivation can establish better opportunities for the UBL in present as well as in future. The study has great importance for practical implications.

Keywords: Performance Appraisal System, employee motivation

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