CHAPTER 13: CONCLUSIONS

13.01 Conclusions:

This work is an attempt at solution of a felt, perceived and observed problem of managerial performance appraisal in Semi-Government organisations in Maharashtra. Data and experience gathered has been extensively used in evolving a least disputable format which can be conveniently used by the Semi-Government organisations.

The quantification approach in evaluating the appraisee is a new approach brought out by the author in this work.

The recommended appraisal format -

(i) will provide objectivity,

(ii) will provide a safeguard against biases, fears and rating inadequacies,

(iii) will provide an equitable system.

13.02 Areas for further work:

There is always a scope for betterment. The recommended format can be modified by gaining further experience after its application.

The effect of varying quantum of marks assigned to the attributes and the weightages for the Reporting Officer, Reviewing Officer and Senior Officer, on the appraisal can be further studied.
Sample forms of selected Semi-Government organisations in Maharashtra.

1. Maharashtra Industrial Development Corporation (MIDC).
2. Maharashtra State Electricity Board (MSEB).
3. The State Industrial & Investment Corporation of Maharashtra Ltd. (SICOM).
4. Maharashtra Housing Board (MHB).
5. Maharashtra State Small Scale Industrial Development Corporation (MSSIDC).
6. City & Industrial Development Corporation of Maharashtra Ltd. (CIDCO).