Preface

Performance Management System gained popularity in late nineties as it removed the shortcomings of Performance Appraisal. Organizations claim that they have strong Performance Management System but studies reveal that most of the employees are dissatisfied from the system. Therefore it creates the need to study the prevailing way of Performance Management System.

The Study is organized in 5 chapters.

Chapter 1 presents the conceptual framework of Performance Management System. It talks about the relevance of Performance Management System in cement industry. It stated the historical development of Performance Appraisal to Performance Management. Performance appraisal, popular methods of appraising the performance, common rating errors occur in appraisal and ethical considerations in Performance Management are also discussed. It throws light on challenges of Performance Management System which are faced by the organizations. New trends of Performance Management System, which are prevailing in the scenario, are being discussed like Competency based Performance Management System, Online Performance Management System.

Chapter 2 gives an overview of cement industry. Cement industry is the third largest revenue generating industry. It analyse the major players in cement industry, its capacity and competition issues prevailing in the scenario.

The chapter on methodology discuss about the research problem, the relevance of the study, objectives and hypothesis of the study. Articles, journals and reviews from other magazines are being stated. Finally the tools for hypothesis testing Croanbach Alpha, Shapiro wilk are applied to check the reliability and normality of the data. Chi-square for independence and Chi
square goodness of fit are applied to test the hypothesis. Moreover the sources of data collection, sample design, variables and survey instruments are being discussed. The main aim of the chapter is to tell the methodology used for carrying out the research.

Chapter 4 focuses on data analysis and interpretation. It is the main part of research. The data collected through questionnaire is put in tabulated form and charts and further calculated. On the basis of statistical tools, inferences are drawn.

The last chapter includes finding, suggestions, scope for further study. The aim of this chapter is to discuss the observations and conclusions inferred on the basis of tabulated data.