

EMPLOYEE PERFORMANCE APPRAISAL SYSTEM

(Case Study: Busitema University Nagongera Campus, Tororo)

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Supervisor

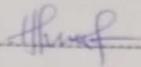
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DECLARATION

By submitting this project, I, **ASINGWIRE EDSON**, certify that it is the result of my own original study and that no portion of it has already been submitted for credit toward another degree at this university or one from another institution.

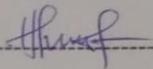
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LIST OF ACRONYMS

PASs	Performance Appraisal Systems
PA	Performance Appraisal
SSADM	Structured System Analysis Design Method
UML	Unified modeling language
RAD	Rapid Application Development
IDE	Integrated Development Environment
ERD	Entity Relationship Diagram

ABSTRACT

Businesses invest in computerized systems to conduct their operations more swiftly and efficiently given the current state of technology. Due to technological improvements, certain cooperation operations have become quicker, simpler, and more convenient to do. Employee performance reviews are essential in a business setting like an institution. Every department has a sizable number of workers that must be frequently appraised in order to receive feedback on their performance, which is essential for the smooth running of the company. At Busitema University, performance evaluations are traditionally conducted manually on paper, which needs perpetual file maintenance of these data. This strategy has always caused the process flow at the institution to be slowed down because the submission and acceptance of appraisal documentation typically takes time. The retrieval of appraised papers typically presents challenges for the university. The researcher has created a system for evaluating employee performance. A platform for conducting appraisals, submitting, approving, storing, and retrieving appraisal files is offered by the employee performance appraisal system. The Busitema University employee performance rating system is the focus of the capstone project. This is quite helpful in determining how well personnel in each area are performing. The created system has been uploaded to a live server, where it has been placed on the intranet and made accessible online via a browser. The System Development Life Cycle (SDLC) development methodology was used in the project's development by the researcher. The system is intended for Busitema University staff and management, in particular those from the faculties of science and education.

CHAPTER ONE: INTRODUCTION

This chapter seeks to shed more light on the concept of performance appraisal systems. It explains in detail the background of the study, statement of the problem, objectives of the study, scope of the study, significance of the study and review of the literature.

1.1 BACKGROUND TO THE STUDY

Performance appraisal is a means of measuring or assessing employees' achievements within a stated period of time using reliable measurement criteria with the ultimate goal of providing information to superiors on how to improve employees' effectiveness.

Akata (2003) defined Performance appraisal as a systematic & holistic process of work, planning, monitoring and measurement aimed at continuously improving the teams and individual employee's contribution to achievement of organizational goals.

Institutionalization of performance appraisal started as far back as the industrial revolution when it was used as a means of measuring organizational efficiency.

Wren (1994) affirmed that Performance appraisal was incepted when Robert Owen used wooden colored block to measure the achievement of employees working in the cotton Mills in Scotland at the close of work hours. During that era, it was utilized as a disciplinary mechanism for punishing poor performance (Kennedy & Dresser, 2002). This resulted in the negative notation of the appraisal system which turned out to be despised by both the appraiser and the appraisee.

As confirmed by Robert and Pregitzer (2007), "performance appraisal is a yearly rite of passage in organizations that triggers dread and apprehension in the most experienced, battle hardened manager". The above quote summarizes the extent to which the appraisal process is disliked by the evaluators. Subsequently, organizations tried to refine the methods linking it to other administrative matters including reward, promotion, training and so forth, arguing that employees achievements should not only be measured but evaluated and managed (Kennedy & Dresser, 2002)

Despite the historical perspective, appraisal is both inevitable and universal. There has been several analysis and wide criticisms of the effectiveness and use of performance appraisal within the organizational context but up to recent times the issue is still being debated among scholars, academicians and professionals and NO system has been successful in meeting the desired goal. Various studies indicate that companies have little influence over their workers' behavior in this setting. Organizations, on the other hand, have influence over how workers carry out their duties. Furthermore, research on performance appraisal indicates that a large percentage of workers want to do a good job as part of their own objectives and as a symbol of commitment to the company (Wright & Cheung, 2007)

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