



**UNIVERSITI TEKNOLOGI MARA  
MELAKA CITY CAMPUS**

**INDUSTRIAL TRAINING REPORT  
HRM 622**

**A REPORT ON:**

**A STUDY OF EFFECTIVENESS PERFORMANCE  
APPRAISAL IN BERNAMA**

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السلام عليكم ورحمة الله وبركاته

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## ABSTRACT

**Purpose** - It is often suggested that in order for performance appraisal to positively influence employee behaviour, employees must experience positive appraisal reactions. The purpose of the present study is to examine the effectiveness performance appraisal in BERNAMA.

**Design/methodology/approach** - Data were collected from 30 employees from Human Resource Department at BERNAMA.

**Findings** - Results from a survey of 30 employees showed that the relationship between effectiveness performance appraisal in BERNAMA.

**Research limitations** - Time consuming: Duration to complete this research is too short  
Limited resources - Occurs when the information gains from the respondent are not enough. Participation feedback - difficult to get responses and cooperation from them. This is because they have to carry out of their job.

**Practical implications** - These results have important managerial implications: in order to obtain positive employee outcomes, organization should provide a performance appraisal platform where employees must report satisfaction with performance appraisal. Furthermore, managers should create an environment within the organization to enhance employees' intrinsic motivation and thus their work performance and affective organizational commitment.

**Originality/value** - This study contributes to the knowledge on a study effectiveness of performance appraisal in BERNAMA

**Keywords** Performance appraisal, planning design performance appraisal, management by objectives (MBO), alternation ranking method

**Paper type** Research paper



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