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EXTENDED ABSTRACT

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The Effect of Performance Appraisal on Employee Performance Among the Ministry of Youth and Sports Putrajaya Employees

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I. Introduction

This study aims to determine the effect of performance appraisal on employee performance among the Ministry of Youth and Sports Putrajaya employees. It examines whether performance appraisal enhances employees' performance and productivity. This study also explores employees' perceptions of the appraisal process, including clarity of goals and participation, as well as their self-assessed performance.

II. Methods

This study employed a quantitative research method using a Google Form survey administered to 241 employees at the Ministry of Youth and Sports, Putrajaya. Data were analysed using descriptive statistics and inferential statistics, including simple linear regression, to predict the effect of performance appraisal on employee performance.

III. Results and Discussion

A. Performance Appraisal Process

The result of the performance appraisal process indicates that the mean score was 4.12 (SD = 0.54). These findings suggest that respondents generally reported a high level of agreement regarding the effectiveness of the performance appraisal process. The relatively small standard deviation indicates that responses were closely clustered around the mean, reflecting a consistent perception among employees.

B. Employee Performance

The result of employee performance showed a mean score of 4.26 (SD = 0.50). This indicates a high-level of self-reported performance of employees within the organization. The low standard deviation suggests limited variability in responses, indicating that most employees shared similar views regarding their performance.

C. Performance Appraisal on Employee Performance

The results indicates that performance appraisal has a statistically significant effect on employee performance (B = 0.60, β = 0.65, t = 13.03, p < 0.05). The model explains 42% of the variance in employee performance (R^2 = 0.42), suggesting that while performance appraisal is an important predictor, it does not fully explain employee performance outcomes. The research hypothesis is supported.

TABLE I
REGRESSION FOR THE EFFECT OF PERFORMANCE APPRAISAL ON EMPLOYEE PERFORMANCE

Coefficients				
Model	**Unstandardized Coefficients**	**Standardized Coefficients**	**t**	**Sig**
	B	**Beta**		
Intercept	1.79	-	9.32	0.05
Performance Appraisal	0.60	0.65	13.03	0.05
R^2	0.42			
Significant	< 0.05			

Significance Level: 0.05 (2-tailed)

IV. Conclusions

This study highlights the significant effect of performance appraisal on employee performance among the Ministry of Youth and Sports Putrajaya employees. The findings reveal that both variables were perceived at a high level, indicating that employees view the appraisal process positively and believe that they perform their duties effectively within the ministry. The result from regression analysis confirmed that performance appraisal has a significant effect on employee performance, suggesting that structured and transparent appraisal practices contribute to improved work outcomes at the organizational level.

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