

STUDY ON PERFORMANCE APPRAISAL SYSTEM IN SWAMI KESHWANAND RAJASTHAN AGRICULTURE UNIVERSITY

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ABSTRACT

The Rajasthan Agricultural University, Bikaner, formerly a part of the Sukhadia University, Udaipur, became a separate entity on the 1st of August 1987 as a consequence of promulgation of Ordinance no. 13 of 1987 by the Government of Rajasthan and later on enacted by an Act of Rajasthan State Legislation (Act no. 39 of 1987). By ordinance no. 9 of 1999, the university was further divided to form a separate Maharana Pratap University of Agriculture & Technology at Udaipur. Whole of research in agriculture and sizeable components of research in Animal Husbandry has also been transferred by the State Government to the university. The university was expected to play very vital role in the development of Agriculture in the broad sense and provide trained human resource, carry out production-oriented research programmes, adoption and propagation of new technologies in the field of Agriculture, Veterinary, Animal Sciences and Home Science so as to improve the general economic conditions of the farmers of the state. The project was about studying the existing performance appraisal system in S.K.R.A.U, Bikaner and to come out with some fruitful findings and recommendations to improve the overall work efficiency of the employees. The project was emphasized exclusively on teaching staff of S.K.R.A.U comprising of 3 colleges viz. College of Agriculture, College of Home Science and Institute of Agri Business Management Bikaner.

The project was carried out in six sub headings namely Supervision, communication, compensation & promotion potential satisfaction, training & development, work place culture and job satisfaction. The results were drawn on basis of gender, college and general findings. It was found that females were comparatively more satisfied than males who more neutral at most of the parameter. Similarly I.A.B.M.(Institute of Agribusiness Management) and College of Home Science were satisfied with the university but College of Agriculture was neutral in some parameter and expected more attention.

KEYWORDS: Performance Appraisal, Work Efficiency, Employee Satisfaction