1. INTRODUCTION

This study deals with employee performance in public and private sector in Odisha. Every organization needs the persons for performing the activities in a systematic way. The fast changing technological development makes the every concern has to arrange some kind of performance activities for preparing employees for fitness of their jobs and also keeping them acquainted with latest technological advancements. Performance evaluation serves many purposes for an employee, supervisor and organization. Evaluations are utilized to determine whether employees are meeting certain criteria and to recommend appropriate follow-up actions.

A performance appraisal is a systematic and periodic process that assesses an individual employee’s job performance and productivity in relation to certain pre-established criteria and organizational objectives. Other aspects of individual employees are considered as well, such as organizational citizenship behavior, accomplishments, potential for future improvement, strengths and weaknesses, etc. Performance management systems are employed “to manage and align” all of an organization’s resources in order to achieve highest possible performance. How performance is managed in an organization determines to a large extent the success or failure of the organization. Therefore, improving PA for everyone should be among the highest priorities of contemporary organizations some applications of PA are compensation, performance improvement, promotions, termination, test validation, and more. While there are many potential benefits of PA, there are also some potential drawbacks. For example, PA can help facilitate management-employee communication; however, PA may result in legal issues if not executed appropriately, as many employees tend to be unsatisfied with the PA process. An employee's supervisor will normally administer the performance evaluation. A performance evaluation is a document prepared by someone in a position of authority and presented to an employee to see if he is performing the job duties as outlined by the organization. Evaluations are also used to determine whether an employee is meeting individual goals and objectives.
A performance evaluation also helps detect whether additional training may be needed to help the employee fulfill the obligations of the organization, and it judges an employee's readiness for advancement and promotion of organizational excellence. Performance appraisal is the process of obtaining, analyzing and recording information about the relative worth of an employee. The focus of the performance appraisal is measuring and improving the actual performance of a employee and also the future potential of the employee. Its aim is to measure what an employee does. Performance management process that consolidates goal setting, performance appraisal and development into a single common system, the aim of which is to ensure that the employee’s performance is supporting the company’s strategic aims. While the idea that appraisals should improve employee and company performance is nothing new, many managers take the integrated nature of that process – of setting goals, training employees and then appraising and rewarding them more seriously today then they have in the past. They call the total, integrated process performance management. We may define performance management as a process that unites goal setting, performances appraisal and development into a single, common system whose aim is to ensure that the employee’s performance is supporting the company’s strategic aims. The distinguishing feature of performance management is that it explicitly measures the employee’s training, standards setting, appraisals and feedback relative to how his or her performance should be and is contributing to achieving the company’s goals. Performance management therefore never just means meeting with a subordinate once or twice a year to review your performance. It means setting goal that make sense in terms of the company’s strategic aims. It means daily or weekly interactions to ensure continuous improvement in the employee’s capacity and performance. And it means ensuring that the employees have the training he or she needs to perform the job. The distinction is the contrast between a year end event – the completion of the appraisal form – and a process that starts the year with performance planning and is integral to the way people are managed throughout the year.

Each organization concerned about the performance assessment of staff and is done through specific methods are often based division of Supervisors in order to identify the
overall efficiency of the staff, in order to identify aspects of the development in performance. And know the performance appraisal process "as a process aimed at determining the performance of the worker is defined and how it should perform its work and design plan for the development group, it would assess the performance of not only the definition of the worker level of performance but also influence the level of performance in the future."

And Other researchers say that the evaluation of performance "means the assessment of the efficiency of workers for their work and their behavior in it, and that a formal system designed to measure and evaluate the performance and behavior of individuals at work and through constant observation and the Organization for this performance, behavior, and results, during certain time periods and unknown. The comprehensive performance assessment that "a periodic report shows the level of individual performance and the type of behavior compared with the tasks and duties of the job entrusted to it. It helps officials to find out the weaknesses and strength in the activity of that individual. And the goal is to address the weaknesses, if any, promoting aspects of the force. The focus of this concept to the actual performance under the requirements of the job, and standardized achievement that is expected of them performed.

Performance appraisal is the systematic, periodic and an impartial rating of an employee’s excellence in the matters pertaining to his present job and his potential for a better job." Performance appraisal is a systematic way of reviewing and assessing the performance of an employee during a given period of time and planning for his future. It is a powerful tool to calibrate, refine and reward the performance of the employee. It helps to analyze his achievements and evaluate his contribution towards the achievements of the overall organizational goal.