PREFACE

Industries are Managed by various M’s including Money, Material, Machinery, Market, Monopoly, Movement, Motivation, Methods, Mentor and one of the most important ‘M’ is Man. This Man management is very important and very crucial. Kolhapur district is the rich district in the Maharashtra and India too. The district has a very good number of industrial units in the area of manufacturing, service and trading sectors. The researcher has selected three sample units for his applies research in the area of Employees Performance Appraisal.

In this research the Researcher has developed models for employees performance appraisal system in Manufacturing, Trading, and Service rendering business houses in Kolhapur where knowledge and physical workers are performing. The researcher has designed the different weight performance measurement model for accurate performance measurement. Considering limitations in five point scales the researcher has developed “25” sub scales in “5” points scale for his performance appraisal research model. Considering this situation in PAS the researcher has studied and developed the PA Model in the sequence of First Step: Conducted pilot study, Second Step: Data Collected through Questionnaire, Third Step: Prepared FIRST Suggestive Model for PA., Fourth Step: Prepared SECOND Suggestive Model for PA., Fifth Step: Prepared THIRD and FINAL Suggestive Model for PA.

Place: Kolhapur

Date: 30-12-2009 Dr. A. M. Gurav.