In the fast changing trend towards liberalization, privatization and globalization (LPG), today many enterprises are struggling hard to modernize themselves. One of the most hallmarks of a modern enterprise is to have a performance appraisal system. It means the process of establishing or judging the value, excellence, qualities or status of some object, person or thing is most important. At present, the large scale industries of private sector are applying the performance appraisal system to their staff.

The aim of this study is to analyse the problems of performance appraisal and promotion policy in large-scale industries of private sector in Ahmednagar District. Except the few researcher that are quoted at proper places the entire work is completely based on the field work visits to the twenty-two large-scale industries of private sector in Ahmednagar District.

For this study the primary and secondary methods of data collection were used.

The thesis consists of eight chapters.

Chapter One deals with the concept, history and objectives of performance appraisals. As well as a brief review of the appraisal practices in some Asian countries including India and scenario of privatization in India.

Chapter Two is about the research methodology, which describes the topic, objectives and hypotheses of the research. This chapter also includes the research design, methods of research, data collection, the techniques of analysis and limitations of the study.
Chapter Three presents a comprehensive review of the relevant, conceptual and research literature on manpower planning, job evaluation, and performance appraisal and promotion policy.

Chapter Four provides a detailed information regarding the historical background of Ahmednagar District, geographical structure, population, agricultural, distribution of land holding, land utilization, forest, educational institutions, medical facilities, co-operative societies / factories, network of banking, transport and communication, industrial development and occupational pattern in Ahmednagar District which have a bearing on the performance appraisal of staff in large-scale industries of private sector.

Chapter Five includes the definitions, terminology, objectives, approaches, pre-appraisal steps, ethics and techniques of performance appraisal.

Chapter Six provides detailed information regarding the concept, objectives and systems of promotion in private sector. This chapter also includes the concept, objectives and functions of trade unions and concept and objectives of discipline and grievances.

Chapter Seven deals with the analysis and interpretation of the collected data from Personnel Managers / Officer and Employees. The hypotheses are examined in this chapter.

Chapter Eight reveals the findings, conclusions with hypotheses and the recommendations. The recommendations are given on the basis of findings and conclusions.

There are four Appendices in the thesis. Appendix-A is an interview schedule for Personnel Manager / Officer, Staff and Workers, Appendix-B is the format of Performance Appraisal forms, Appendix-C is the Glossary and Appendix-D is the Bibliography.

Place: Shirampur
Date: 30/01/2005

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