

# To Study the Impact of Job Evaluation on the performance of faculties working in government colleges Baloda Bazar District (C.G)

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**Abstract-** Job evaluation is the systematic technique in human resource management which is used to measure the worth of the job in any organization. The objective of this paper to understand that how job evaluation technique affects the performance of the employees in the organization. Researcher found from the study is that employees are aware from the job evaluation process and there is the transparency of job evaluation in their organization. It helps to improve their professional growth in the organization. Researcher also found that it motivates the performance of the employees, influence the job satisfaction and also enhances the interpersonal relationship in the organization.

## I. INTRODUCTION

Job evaluation basically is the systematic technique which is used to determine the worth of the role or responsibilities performed by the employees in the organization. This technique plays very important role to determine the fair wages of the employees or we can say it is the basis for deciding the monetary compensation of the employees. This method is also helpful in determine the performance of the employees. Basically, Job Evaluation method is divided in to category these are as follow.

- Non-Quantitative Method
  - Job Ranking
  - Job Classification
- Quantitative Method
  - Point Method
  - Factor Comparison Method

In Rankin method Expert rates, each job on the basis of relevance. In Job grading or job classification method job classes or grades are established and then attributes of each job is match with the different classes. In Point Method each job value factor has assigned points. And last Factor comparison method is the combination of both Point and Ranking method.

## II. LITERATURE REVIEW

Dr. Promila (August 2016) said that job evaluation is very important technique in Health Care Industry in a Private Multi-Specialty Organization. She also said that this method is very signifies to determine worth of each and every job with respect to adequate wages and salary. Mittal ( July 2023) said that Ranking method in job evaluation process is the simplest method because we simply rank each job with respect to all other job performed by the employees in the organization where as in job classification technique job classes are developed. Researcher also said that In Point Rating method compensable factor is developed of each job which is performed by the employee. In Factor Comparison Method first we rank the job and then compensable factor is developed that means it the combination of combination of both rating and point rating methods. S. Nagwan et al (2020) said that Job evaluation is the technique to determine the worth of the, which is not very simple and also time taking method. Job evaluation means Job analysis and job analysis means determining the Job Description and Job Specification of the job.

B. Thirupathi Naik1, D. Sreeramulu2(May-August 2018) said that Job Evaluation process helps to determine the value of one job relative other job. The main objective behind the job Evaluation technique is that the employees who is has higher qualification, performing excellent work, high work load handling critical project should be paid more than the other employee. So basically, they said job evaluation technique helps to set standard to providing the monetary compensation of the employees. Thirupathi Naik Bhukya, D. Sreeramulu(July 2021) said that Job assessment technique helps to motivate the employees in the organization, as a result performance of the employees also influenced by job

assessment method. The study shows that there is the strong relationship between job assessment technique and employees' performance.

### III. RESEARCH METHODOLOGY

The accuracy of any research is dependent on Data collection method and the analysis of data so it should be done in a proper and organized way. This study basically based primary data collection method. In primary data collection, I have used questionnaire method

#### Research Objectives

- To study the Job evaluation program used in government college.
- To study the impact of Job evaluation program on the performance of the faculty.
- To study the relationship between Job evaluation & the performance of faculty.
- To make the appropriate suggestion to improve the process of Job evaluation.

#### Sample Design

A Sample design is the plan or procedure which researcher adapts to select the sample from the population. Basically, there are two types of sample design that is probability sampling technique and the Non probability sampling technique.

In this study I use both the type of method, in the probability sampling technique, researcher will use simple random sampling method and in the non-probability sampling technique I use the judgmental sampling method.

#### Nature of the Population

The population of the study is taken from Government Colleges of Baloda Bazar District(C.G) so the population of the study is finite.

#### Sample Size

Thirty faculties (from government collages) were selected as sample and their responses. In Baloda Bazar there are 09 Government collages.

#### Sample Area

The area which is selected for this study is Baloda Bazar District (C.G.).

#### Data Collection

In this paper I have used primary data collection method For this I have distributed 30 questionnaires to faculties who are working in government college Baloda Bazar District (C.G). In the questionnaire method the researcher uses the self-structured questionnaire, this would be having the following content.

- Close ended
- Multiple choices
- Scaled

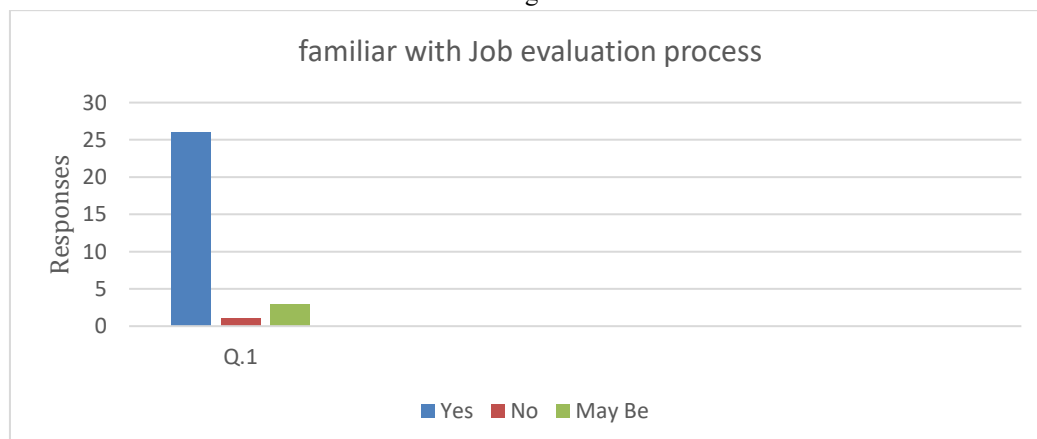
### IV. DATA ANALYSIS

#### Analysis on Basis the Of Responses

Table-1

Question 1: Are you familiar of the Job evaluation process at your institute ?			
Responses	Yes	No	May Be
	26	1	3

Fig-1

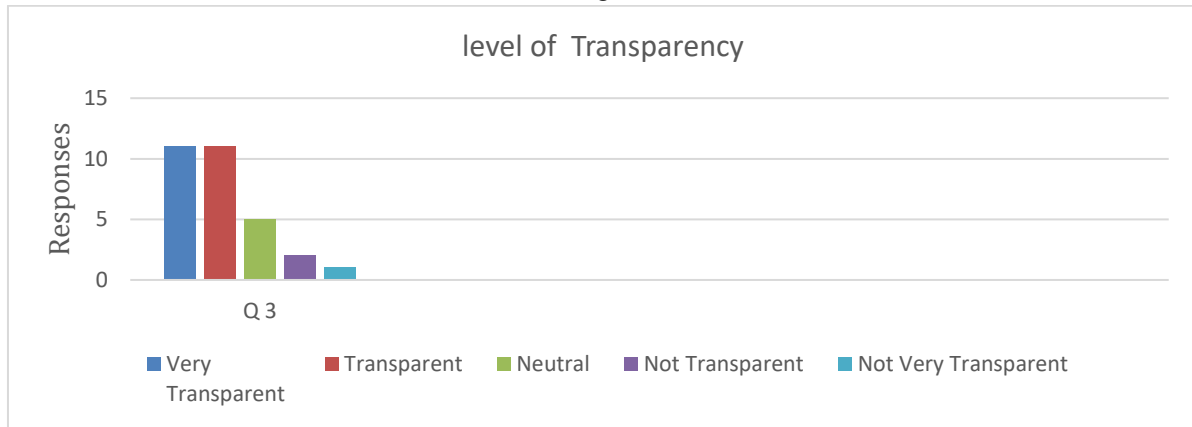


Interpretation: The above statistics shows that nearly 87% of faculties said that they are familiar of the Job evaluation process at their institute, 3% said that they are not familiar and 10%. Are not sure about it.

Table-2

Questions 2 What is the level of transparency in the job evaluation process at your institute ?					
Responses	Very Transparent	Transparent	Neutral	Not Transparent	Not Very Transparent
	11	11	5	2	1

Fig-2

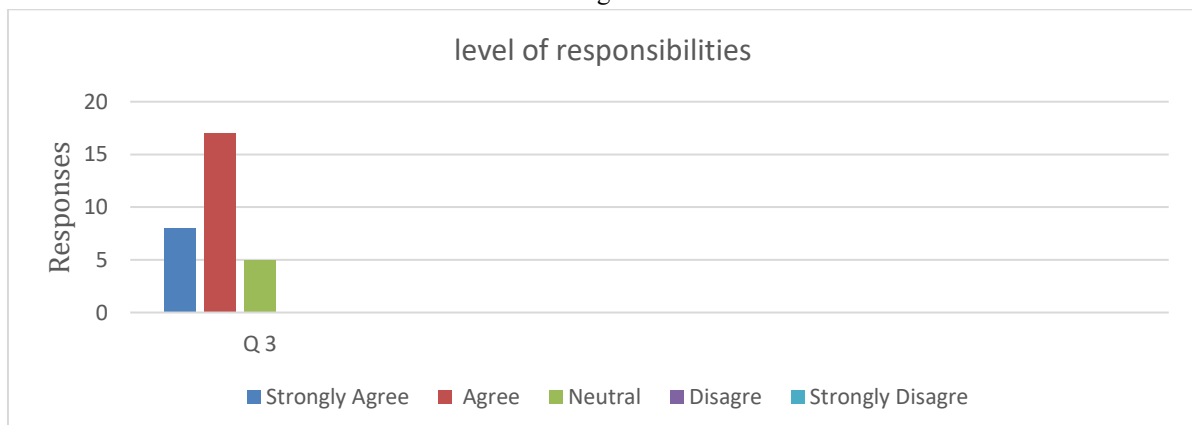


Interpretation: The above statistics shows that nearly 37% of faculties said that the job evaluation process at your institute are very transparent, 37% said transparent, 16% are neutral, 7 % are said not transparent and only 3% said not very transparent.

Table-3

Questions 3 How does the Job evaluation process influence the level of responsibilities assigned to you?					
Responses	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
	8	17	5	0	0

Fig-3

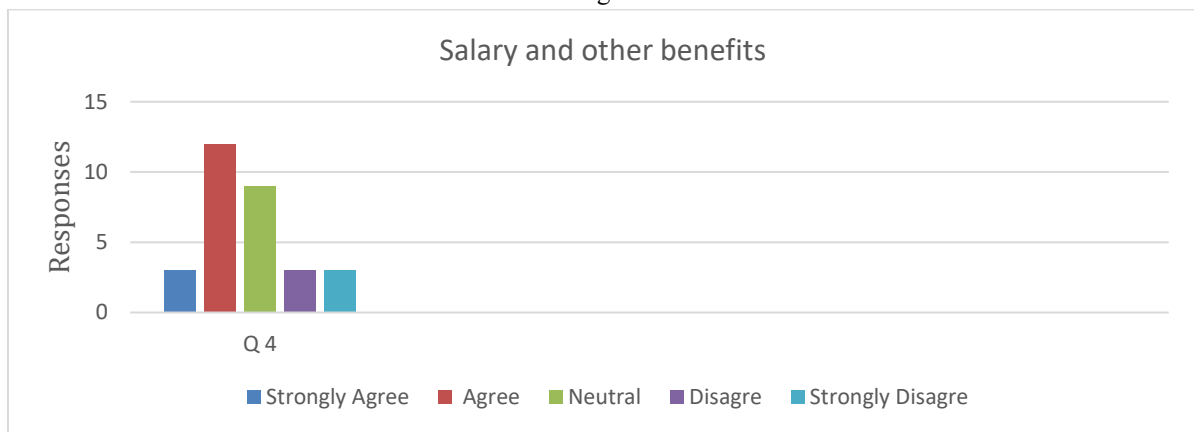


Interpretation: The above statistics shows that nearly 27% of faculties are strongly agree, with the fact that Job evaluation process influence the level of responsibilities assigned to them 57% are agree, 17% are neutral, none of them disagree with that.

Table-4

Questions 4 What do you what think Job evaluation affects your Salary and other benefits?					
Responses	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
	3	12	9	3	3

Fig-4

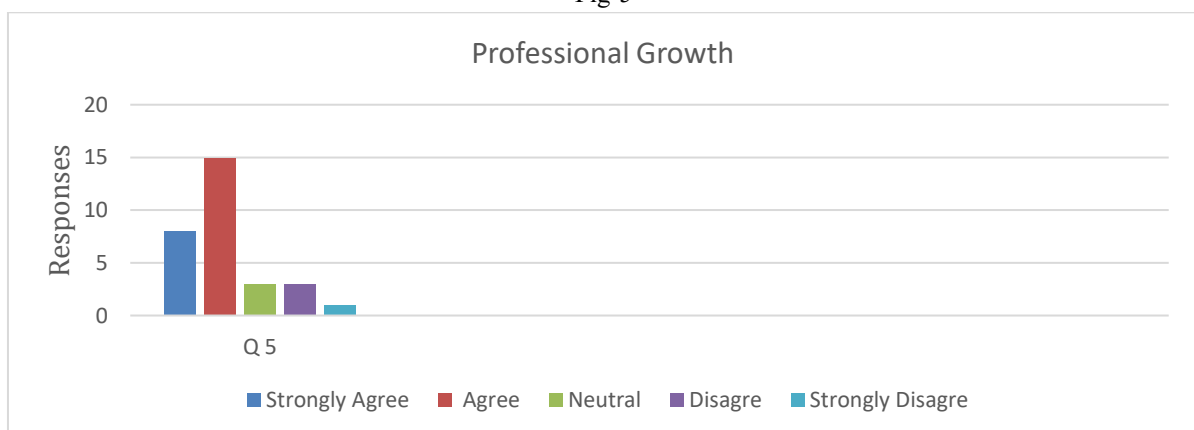


Interpretation: The above statistics shows that nearly 10% of faculties are strongly agree, nearly 40% are agree, 30% are neutral, 10% are disagree and 10% are strongly disagree regarding that the Job evaluation affects your Salary and other benefits.

Table-5

Questions 5 What do you think Job evaluation affects the professional growth opportunities?					
Responses	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
	8	15	3	3	1

Fig-5

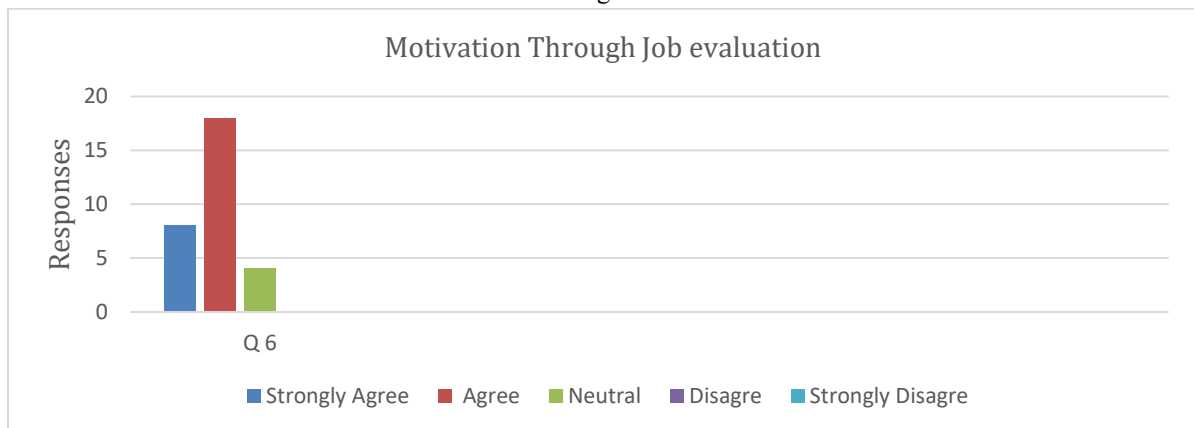


Interpretation: The above statistics shows that nearly 27% of faculties are strongly agree, nearly 50% are agree, 10% are neutral, 10% are disagree and 3% are strongly disagree regarding Job evaluation affects the professional growth opportunities.

Table-6

Questions 6 Do you think Job evaluation motivates you to perform in a better way?					
Responses	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
	8	18	4	0	0

Fig-6

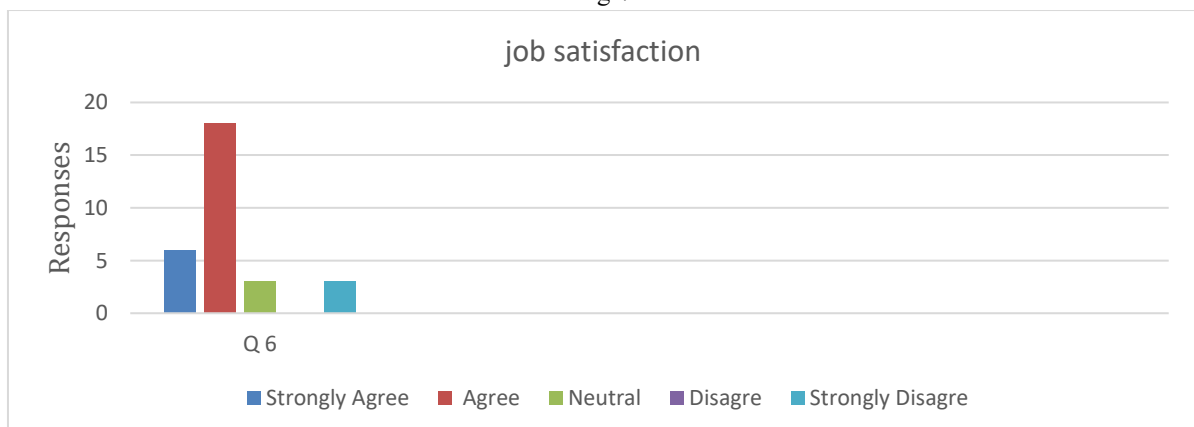


Interpretation: The above statistics shows that nearly 27% of faculties are strongly agree, 60% are agree, 13 are neutral and nobody is disagree regarding that the Job evaluation motivates you to perform in a better way.

Table-7

Questions 7 What do you think Job evaluation affects the job satisfaction at your work place?					
Responses	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
	6	18	3	0	3

Fig-7

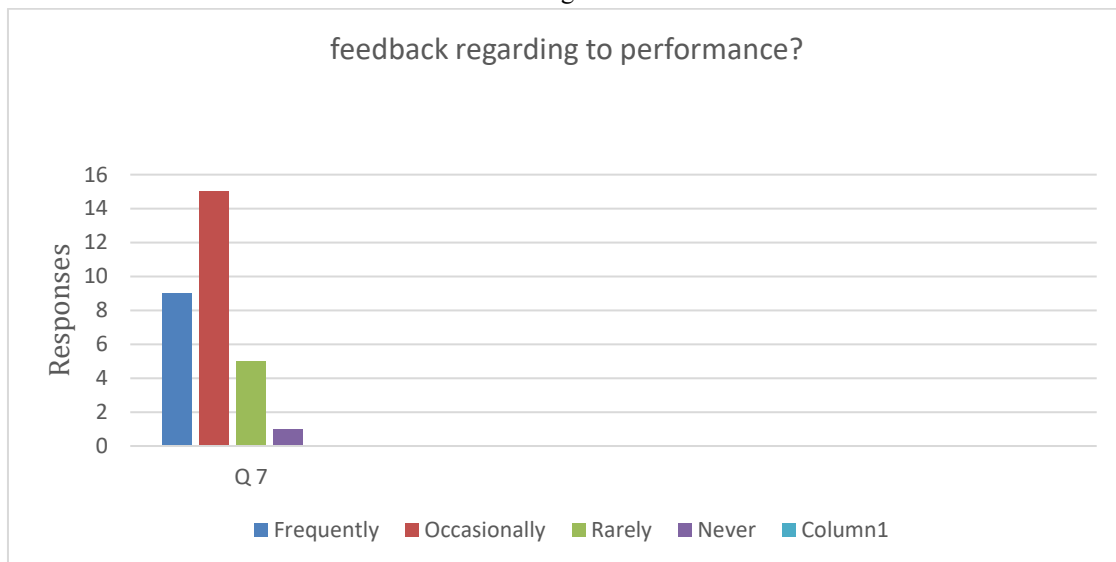


Interpretation: The above statistics shows that nearly 20% of faculties are strongly agree, nearly 60% are agree, 10% are neutral and 10% are strongly disagree regarding that the Job evaluation affects the job satisfaction at their work place.

Table-8

Questions 8 How many times do you get feedback regarding to your performance?				
Responses	Frequently	Occasionally	Rarely	Never
	9	15	5	1

Fig-8

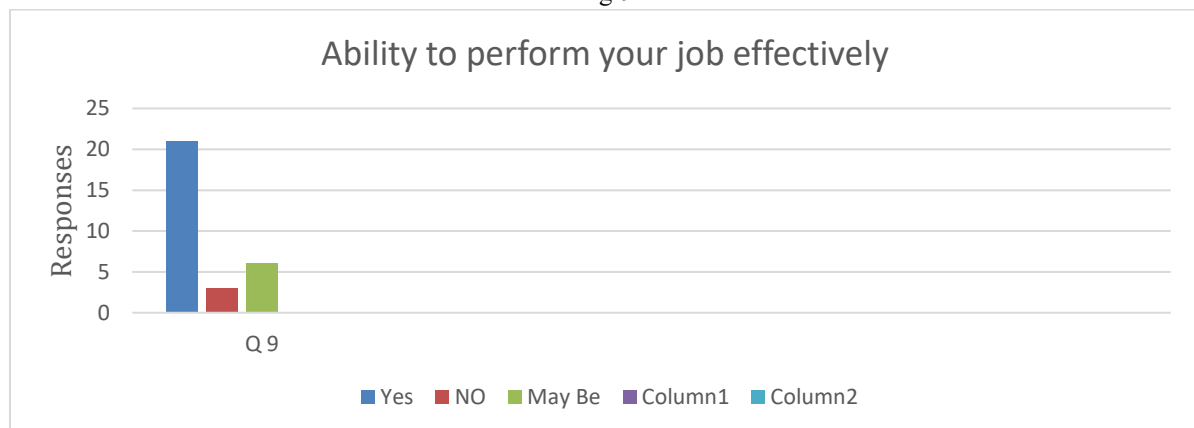


Interpretation: The above statistics shows that nearly 30% of faculties said frequently, 50 % said occasionally, 17% are rarely and 3% said never regarding to the frequency of feedback of the performance of the faculty.

Table-9

Questions 9 Has Job Evaluation had a positive impact on your ability to perform your job effectively?			
Responses	Yes	No	May Be
	21	3	6

Fig-9

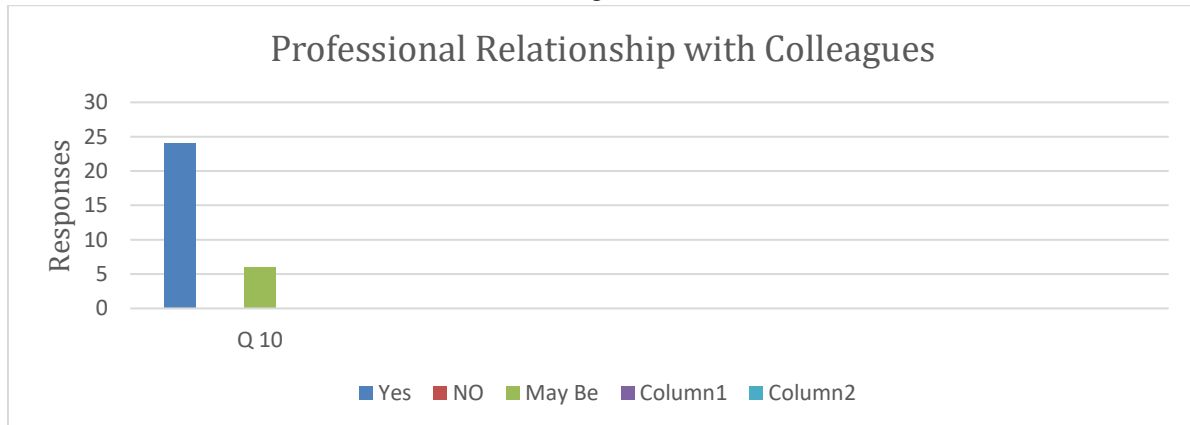


Interpretation: The above statistics shows that nearly 70% said yes, 10% said no, and 20% said may be that Job Evaluation had a positive impact on the ability to perform your job effectively faculty.

Table-10

Questions 10 Do you feel Job Evaluation has improved your relationship with other faculty members?			
Responses	Yes	No	May Be
	24	0	6

Fig-10



Interpretation: The above statistics shows that nearly 80% of faculties said yes, 28%, 20% said may be and nobody said no that Job Evaluation has improved your relationship with other faculty.

## V. CONCLUSION

Researcher found from the study is that employees are aware from the job evaluation process and there is the transparency of job evaluation in their organization. It helps to improve their professional growth in the organization. Researcher also found that it motivates the performance of the employees and influence the job satisfaction of the faculties. The job evaluation of the employees has been done occasionally basis and it also influence the efficiency of the faculty. Job Evaluation enhances the interpersonal relationship in the organization.

## VI. SUGGESTIONS

1. Periodic reviews of the job evaluation process should be conducted to ensure its continued relevance and effectiveness.
2. Greater use of modern technology should be implemented to provide faculty members with streamlined and timely access to relevant information regarding their individual evaluation processes.

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