

# Kalyani Electronics Corporation Ltd



**Brand:** Mehta Solutions

**Product Code:** case259

**Weight:** 0.00kg

**Price:** Rs500

**Short Description**

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**Description**

## **Kalyani Electronics Corporation Ltd CAST STUDY solution**

**Read the following case carefully and answer the questions given at the end**

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Kalyani Electronics Corporation Ltd. recently diversified its activities and started producing computers. It employed personnel at lower level and middle level. It has received several applications for the post of Commercial Manager-Computer Division. It could not decide upon the suitability of the candidate to the position, but did find that Mr. Prakash is more qualified for the position than other candidates. Now the Corporation has created a new post below the cadre of General Manager i.e. Joint General Manager and asked Mr. Prakash to join the Corporation as Joint General Manager. Mr. Prakash agreed to it viewing that he will be considered for the General Manager's position based on his performance. Mr. Anand, the Deputy General Manager of the Corporation and one of the candidates for General Manager's position was annoyed with the management's practice. But, he wanted to show his performance record to the management at the next appraisal meeting. The management of the Corporation asked Mr. Sastry, General Manager of Televisions Division to be the General Manager in-charge of Computer Division for some time, until a new General Manager is appointed. Mr. Sastry wanted MS-22 3 to switch over to the Computer Division in view of the prospects, prestige and recognition of the position among the top management of the Corporation. He viewed this assignment as a chance to prove his performance. The Corporation has the system of appraisal of the superior's performance by the subordinates. The performance of the Deputy General Manager, Joint General Manager and General Manager has to be appraised by the same group of subordinates. Mr. Prakash is a stranger to the system as well as its Modus Operandi. Mr. Sastry and Mr. Anand were competing with each other in convincing their subordinates about their performance and used all sorts of techniques for pleasing them like promising them a wage hike, transfers to the job of their interest, promotions etc. However, these two officers functioned in collaboration with a view to pull down Mr. Prakash. They openly told their subordinates that a stranger should not occupy the 'chair'. They created several groups among employees like proAnand group, pro-Sastry group, anti-Prakash and Sastry Group, anti-Anand and Prakash group. Mr. Prakash has been watching the proceedings calmly and keeping the management in touch with all these developments. However, Mr. Prakash has been quite work-conscious and top management found his performance under such a political atmosphere to be satisfactory. Prakash's pleasing manners and way of maintaining human relations with different levels of employees did, however, prevent an antiPrakash wave in the company. But in view of

the politicisation, there is no strong pro-Prakash's group either. The management administered the performance appraisal technique and the subordinates appraised the performance of all the three managers. In the end, surprisingly, the workers assigned the following overall scores. Prakash : 560 points, Sastry : 420 points; and Anand : 260 points.

**Questions :**

- (a) How do you evaluate the workers' appraisal in this case ?
- (b) Do you suggest any techniques to avert politics creeping into the process of performance appraisal by subordinates ?
- (c) What measures would you like to suggest in dispensing with such an appraisal system ?

**Details**

**1. Case study solved answers**

**2. pdf/word in 24-48 hrs**

**3. Fully Solved with answers**