

Perceptions of Performance Appraisal System, Climate of Innovation and Commitment



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Managerial perceptions of innovation supportive climate (IC) is suggested to be positively related with the levels of organizational commitment (OC) of its members, with the moderating effect of variable, perceived effectiveness of performance appraisal system (EPAS). Earlier studies have shown different determinants of innovative behavior but ignored the moderator effect of EPAS on relationship between IC and OC. Present study aims to examine the suggested relationships empirically. Data was collected from 100 managerial personnel belonging to a privately owned manufacturing organization in N. India. Besides establishing the suggested relationships, results unearthed that among the factors of IC, the positive dimensions, recognition and novelty affected the OC adversely. This study establishes relationship between IC and OC at dimensional level.

Keywords: Innovation Supportive Climate, Performance Appraisal System, Organizational Commitment