



## **Impact Of MIS on Performance Appraisal System**

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***Abstract:***

*This study sought to attain the relationship between the use of Management Information System and senior employee job execution in Educational institutes in Maharashtra State, India. Two hundred and ten respondents were chosen employing arbitrary sampling procedure from the two Educational institutes in Maharashtra State. The case study was made up of 100 technical employee and 110 senior non-technical employee from the institutions. Researcher-designed apparatus, tagged: “Information System Management Questionnaire” (ISMQ) and “Employee Performance Appraisal Questionnaire” (EPAQ) were utilized to reduce information from the respondents. This assembled information evaluated using frequency counts and percentage to answer the research questions broached, while Pearson product-moment correspondence co-efficient was used to experiment the theories devised at 0.08 level of magnitude. The conclusions divulged that Senior Employee in the Educational institutes in Maharashtra State made effectual use of both traditional and electronic-based management information techniques. There was classic association between the executions of MIS and employee performance in the institutions.*

***Keywords:*** Management Information System, Senior Employee, Job Performance, Educational institute-1

### **1.Introduction**

The requirement for autocratic information in composite delegations like the polytechnic cannot be overlooked. In fact, information comprises not only a very imperative resource and ostensibly one of the most premeditated operational mechanisms for operations, competence and efficacy in the organization. More than ever before in India, effectual communication is obligatory and distinguished to the educational institutional managers as a consequence of the mounting complications in the management of their institutions. In addition to the goals of educational institutions in is designed to:

- endow with full time course of institution and training in engineering, other technologies, applied science, businesses and management leading to the fabrication of qualified manpower;
- impart the technical knowledge and skills essential for agricultural, industrial, commercial and economic development of India;
- bestow training and impart the required talents for production of technicians, technologies and other skilled personnel who shall be innovative and self contingent;
- instruct people who can employ scientific knowledge to decipher environmental knowledge conundrums for the expediency of man; and
- confer experience on professional studies in the technologies.

The aims and objectives of Vocational and Polytechnic Education in India can be pursued and effectively accomplished if a competent and efficient MIS is set in place in the various institutions. In this regard, it becomes indispensable to explore the accessible associations between Management Information System and employee job performance, principally in Educational institutes where scientific and technological abilities are essentially attained. Hence, this study was set to focus on this, using Educational institutes in Maharashtra State of India as a case study.

### **2. Literature Review**

Information between people within and outside an organization to accomplish organizational goals cannot be over-accentuated. But Oguta (1998) noticed that the notion of information in an organization is more Byzantine and strenuous than its fragment uses. As further clarified by Oguta (1998), information is made up of

particulars giving knowledge concerning to a certain event or circumstance which may stand as foundation for job performance and decision-making. Likewise, Alabi (1998) emphasized that information has to do with knowledge attained and conclude when data is structured or scrutinized in some meaningful modes or expedient style comprehended by the recipient for effortless job performance and decision-making. In any organization such as Educational institutes, efficient job performance and decision-making cannot be accomplished if a well-planned and well-organized system of information is not put in place (Fashiku, 2007).

In the acuity of Allison (1997), in management, effectual communication flow and employment are imperative to the endurance of any organization. Consequently, efficient communication medium must be guaranteed if organizational members are to realize the preferred interdependence towards goal accomplishment. On this note, effective communication becomes an essential and obligatory facet of information management. Pertinent information augments knowledge, lessens ambiguity and satisfies proposed intention (Fashiku, 2007). As lately observed by Saad (2001), good information to be pertinent for a purpose, adequately precise, absolute and arising from a consistent source, conveyed to the right person in time and which is comprehensive enough for user's understanding is central in employee job performance. Dan-Isa (2002) acknowledged that in any organization, the administration should appraise any information received on its quality for enhanced performance. In the same vain, Bruch Stator and Grudints (1984) expounded that good information should be precise, quantitative, certifiable, comprehensible, meticulously free from bias, timely clear, apposite and all-inclusive. All these are designed to be addressed in Management Information System.

One of the fundamental procedures of an organization and imperative apparatus of planning is Management Information System (MIS). MIS, in the view of Fashiku (2007), is a recognized technique of making accessible to management, precise and timely information obligatory to aid the decision-making process and facilitate the organization's planning, control and operational functions to be carried out efficiently and effectively. This imparts information about the past, present and future of an organization for a moderately short period of time. According to Kelly (1998), MIS is an amalgamation of human and electronic based resource that results in the compilation, storage, communication and use of data for the objective of different management of operations and for business planning. Information system can be

perceived as a means of processing data, that is, the routine facts and figures of the organization in to information, which is then used for decision-making. Fairly a number of investigators have carried out researches on the relevance of Information Technology (IT) to organizational management. For example, Lucey (1992) observed that both in United Kingdom and United State of America, using advanced computerized system have had comparatively minute achievement in establishing managerial effectiveness. This was as a result of needless dependence on electronic based management information system.

Alabi (1999) explored the utilization of MIS for effective decision-making in the Indian Universities. The study exposed that MIS was used considerably for administrative decision-making in the institutions. Also, Allison (1995) worked on how Executive Information System (EIS) had been utilized in UK organizations. The exploration divulged that with EIS, information was accessed swiftly and that principal data was more up-to-date in contrast with the preceding system. In fact, effectual communication in Colleges of Education in India was found by Fashiku (2008) to trim down frustration and engendered constructive circumstances that produced efficiency of workers in the institutions. It is quite evident that certain labor management crisis could arise as an effect of lack of sufficient communication or misconception on the part of workers and management.

In tertiary institutions like Educational institutes in Maharashtra State, Management Information System should be able to reserve and administer data concerned with students' academic record management such as admission registration, issuance of matriculation numbers, examination record processing and storage, inventory of institutions property or employee office accommodation, lecture rooms/halls, lecture hours and sitting facilities. All these should be seen as crude data to be administered for handy information, which could augment competence and efficacy of employee, job performance in the institutions

### **3. Methodology**

The study was a co relational kind centering notice on presented circumstance in the institutions under study. The two existing Educational institutes in Maharashtra State were used for the study. These were Maharashtra State institutes, RIT and government Polytechnic. Two hundred and ten respondents were arbitrarily drawn from the two institutions. These encompassed 100 academic and 110 non-academic

senior personnel of the institutions. Two sets of questionnaire tagged; “Management Information System Questionnaire” (MISQ) and “Job Performance Appraisal Questionnaire” (JPAQ) were devised and used by the researchers to gather pertinent data. The mechanisms were authenticated and tested for consistency, employing test re-test technique, which acquiesced consistency co-efficient of 0.70 and 0.85 for MISQ and JPAQ respectively. The researchers with the support of two research assistants personally administered the mechanisms.

Data gathered was scrutinized using frequency counts and percentage to answer the research questions mentioned, while Pearson product-moment correlation co-efficient was used to test the hypotheses generated at 0.08 level of significance.

#### 4. Results And Discussion

##### 4.1 Research Question 1: What MIS apparatus is available in Educational institutes in Maharashtra State?

To answer this research question, data gathered from the 210 respondents on the available MIS apparatus in Maharashtra State Educational institutes were evaluated using frequency counts and percentage scores. The consequences demonstrated that computer, telephone, telex, fax mail, e-mail and Internet services were the electronic based MIS typically existing in the institution. However, responses illustrated that network of computer, intercom and close circuit TV were scantily accessible in the state institutions. (see Table 1).

Analysis of Available MIS Equipment in the Polytechnics							
S/No	MIS Type	Federal State		Total		No.	%
		No.	%	No.	%		
<b>A</b>	<b>Electronic</b>						
01	Computer	160	100	160	100	320	100
02	Network of Computer	20	12.5	24	15	35	10.9
03	Telephone	160	100	160	100	320	100
04	Intercom	5	3.1	12	7.5	17	5.3
05	Telex	160	100	120	100	280	87.5
06	Fax machine	160	100	100	62.5	260	81.3
07	E-mail	160	100	160	100	320	100
08	Com. Statistic	-	-	3	1.8	3	0.9
09	Close Circuit TV	-	-	-	-	-	-
10	Internet	160	100	160	100	320	100
<b>B</b>	<b>Print</b>						
11	Admin files	160	100	160	100	320	100
12	Postal Services	160	100	160	100	320	100
13	Handbooks	160	100	160	100	320	100
14	Bulletins	160	100	160	100	320	100
15	Brochures	160	100	160	100	320	100

Table 1

*4.2. Research Question 2: Which MIS Apparatus Are Used For Administrative Efficiency In Educational Institutes In Maharashtra State?*

Frequency counts and percentage were employed to scrutinize data collected to answer the research question. The consequences demonstrate that in the institutions (Federal and State Educational institutes in Maharashtra State) that computer, telephone, e-mail and internet services were regularly used in executing administrative operations. Moreover, administrative files, postal services, publications, bulletin and brochures were the most commonly used non-electronic (print) MIS apparatus for administrative operations in the institutions as disclosed in the employee responses (see Table 2).

Relationship between Management Information System (MIS) and Academic Staff Job Performance (ASJP) in Polytechnics in Kwara State							
Variables	Cases	Mean	SD	DF	Cal r-value	Crit. r-value	Decision
MIS	200	160.22	8.0	199	0.47	0.19	H <sub>0</sub> Rejected
ASJP	200	24.26	4.23				

*Table 2*

*4.3. Research Hypothesis 1: There is no considerable relationship between the use of MIS and Academic Employee Job Performance in Educational institutes in Maharashtra State.*

Relationship between Use of Management Information System (MIS) and Non-Academic Senior Staff Job Performance (NASSJP) in Polytechnics in Kwara State							
Variables	Cases	Mean	SD	DF	Cal r-value	Crit. r-value	Decision
MIS	120	157.99	11.69	119	0.28	0.19	H <sub>0</sub> Rejected
NASSJP	120	82.71	3.88				

*Table 3*

This hypothesis was tested at 0.08 significance level, using Pearson product-moment correlation investigation. The consequences show that the computed r-value (0.45) is greater than the analytical table value (0.16) at 0.08 level of significance and for 360 degrees of freedom. The null hypothesis, which affirmed that there is no considerable relationship between the use of MIS and Academic Employee Job Performance in the

Educational institutes is hereby discarded. The finding corroborates Saad's (2001) and Fashiku's (2007) on the relationships that existed between the use of MIS and Academic Employee Performance in Maharashtra State Colleges and National Colleges of Education respectively. By implication, academic employee in Educational institutes in Maharashtra State obtained timely and accurate information regarding their placement and job performance in good time. (see Table 3).

*4.4. Research Hypothesis 2: There Is No Substantial Relationship Between The Use Of MIS And Non-Academic Employee Performance In Educational Institutes In Maharashtra State.*

Data collected were examined, using Pearson product-moment co relational examination to test the hypothesis at 0.08 significance level. The consequences show that the calculated r-value (0.28) is greater than the critical r-value (0.15) at 0.08 level of significance and for 180 degrees of freedom. The null hypothesis is therefore discarded. That is, there was positive, though weak out significant relationship between MIS use and non-academic senior employee job performance in Educational institutes in Maharashtra State. This specifies that non-academic senior employee of Educational institutes like the academic employee contemporaries utilized the accessible information in their institutions in carrying out their jobs. Allison (1997), in consonance with the finding, agreed to the fact that MIS principally, electronic based significantly supported executive officers in their organizational tasks in the United Kingdom (UK)

## **5. Conclusions And Recommendations**

Management Information System in Educational institutes in Maharashtra State was found to be both traditional and electronic, and were being utilized by the academic and non-academic senior employee of the institutions in their job performance. But the academic employees were found to use the amenities more than their non-academic counterparts for their performance.

Based on the consequences of this investigation, Indian Government, through the Maharashtra Board for Technical Education (MS-BTE) in India should create information units for Educational institutes as done in the Global Universities worldwide. It is required that Indian Government should promote modern

Information Technology (IT) in Technical and Vocational Education curriculum so that operators of the disciplines would be well groomed with the techniques and strategies of MIS use in Educational institutes administration. As a matter of policy, the institutions should support and implement academic, non-academic employee and students of Educational institutes to be computer literate. On annual basis, government should give necessary monetary grants to the institutions to administer their MIS Units if created.



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