

## Comparative analysis of conventional versus modern appraisal systems: an empirical evidence from telecom sector of Pakistan

### Abstract :

Current study aims at investigating the comparison of online performance appraisal system in relation with Traditional paper and pencil based performance appraisal system on employees' work outcome and behavior. In this way, the contemporary study will focus on major areas of online performance appraisal system and paper and pencil based performance appraisal system. The universe selected for this study is telecommunication industry of Pakistan and two stage sampling is used to conduct the study. First all the telecommunication and cellular companies were the population and then PTCL was finally selected for study purpose. The results showed that there is a significance difference between the responses of the manual and online respondents and it is very clear that the employees consider online based performance appraisal system to be more beneficial and accurate with respect to the above mentioned six constructs.