



**DOCTORAL (Ph.D) RESEARCH WORK OF  
DR.VSR.SUBRAMANIAM  
JAMNALAL BAJAJ INSTITUTE OF  
MANAGEMENT STUDIES  
UNIVERSITY OF BOMBAY. INDIA. (1975).  
The First Doctrate awarded in the area of Management,  
after the inception of this Subject in the University.**

**THESIS : Productivity Implications of Employee Performance  
Appraisal System - A Critical Survey.**

**SOURCE : AUTHOR'S WEB-PAGE : [www.drvsrs.com/nobel.htm](http://www.drvsrs.com/nobel.htm)**

**The Productivity of any organisation is directly correlated to the Effectiveness of  
the Employee Performance Appraisal System, subject to the Effectiveness of the  
Support Systems**

SECTORS	SUPPORT SYSTEMS
Business/Commerce oriented	Commercial Information Systems
Material Intensive Industries	Materials Information Systems
Service oriented Industries	Service Information Systems
Technology Intensive Industries	Technical Information Systems

**The Employee Performance Appraisal System and other *Support Systems*  
should be updated periodically in synchronisation with the in-house  
infrastructure and environmental changes.**

- **INFERENCE : Technology / Systems and Manpower are linked in an  
inter-related circle focusing towards Productivity.**

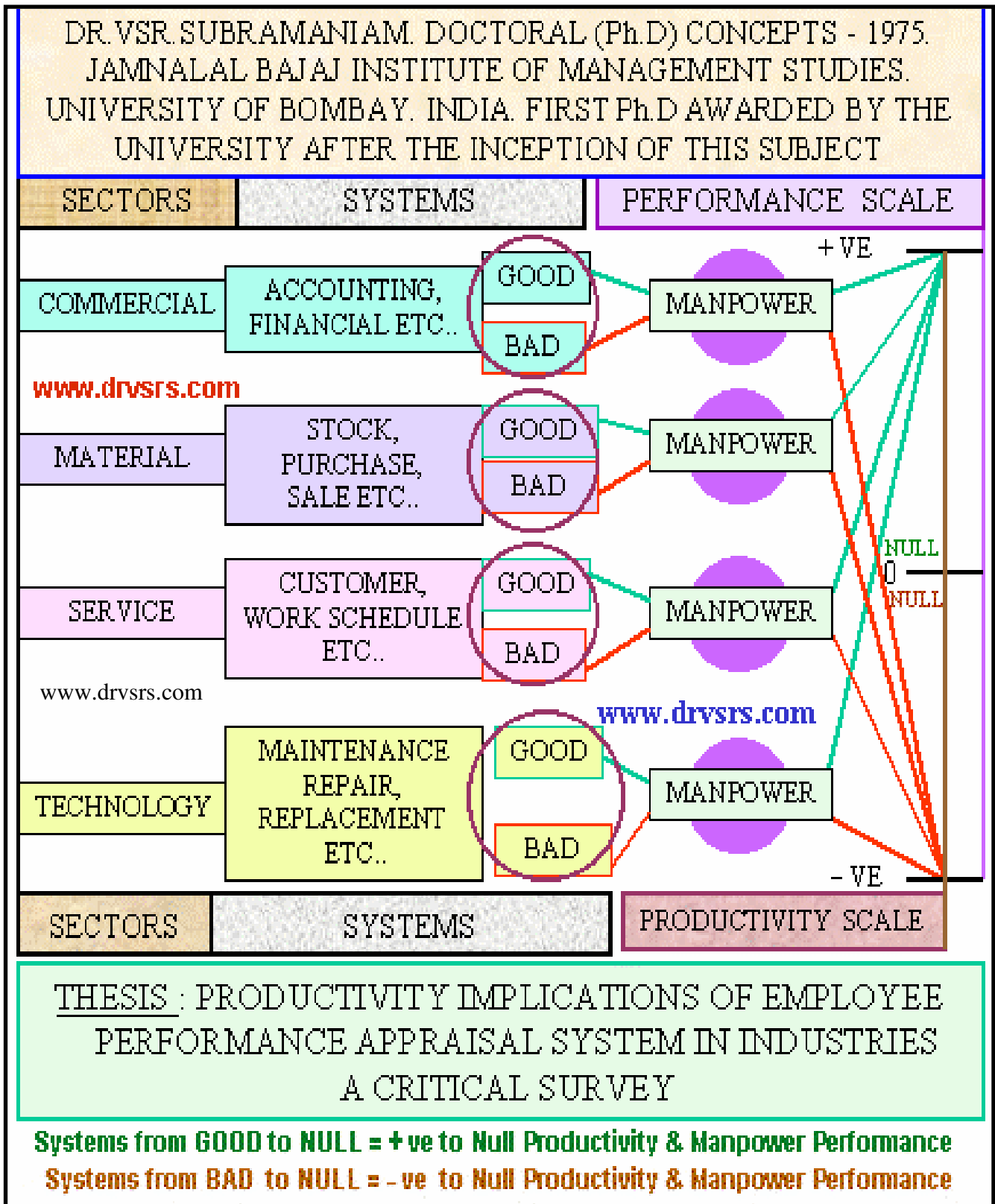
**KEY WORDS**

**Doctoral research, Employee appraisal,  
Employee performance, Infrastructure Systems,  
Productivity**

**JEL CLASSIFICATIONS**

**J41, M12, M51, M53, M54, O33**

THESIS SUMMARY SCHEMATIC



## **TECHNOLOGY**

**A Broad-based term used to cover the Technical & Commercial Activities, Know-how, Systems, Methods, Procedures, Processes, Services, the Accessories and the Materials.**

### **Thesis supported By**

- A ) 7 Publications.**
- B ) 5 Seminar Presentations.**
- C ) 3 Open Discussion sessions, with Question/Answer & Review.**
- D ) 2 Faculty Colloquium.**
- E ) Randomly sampled / Normally distributed sectarian survey to provide a least-error probability.**
- F ) Pre-test of the hypothesis in 3 representative sectors.**
- G ) Evaluation by the University / Local Management Experts and a Professor in Management from a Foreign accredited University [ Manchester Business School, UK ].**
- H ) Expert Group Viva Voce ( Examination and Review ).**

**SUBSEQUENT POST-DOCTORAL ASSOCIATIONS, COMMUNICATIONS, DISCUSSIONS, RESEARCH AND DEVELOPMENT DIALOGUES FOR MY NEW RESEARCH CONCEPT DEVELOPMENT WITH THE FOLLOWING ( Contact Dates in Bracket )**

**1. NOBEL LAUREATES IN ECONOMIC SCIENCE ( 1984 to 1991 )**

- **ARTHUR LEWIS [ SIR ] , New Jersey , USA . ( Laureate of 1979 )**  
Former President of the Caribbean Development Bank, Barbados, West Indies.  
**AWARDED FOR : Pioneering Research into Economic Development with particular consideration of the problems in Developing Countries.**
- **JAMES E MEADE , Cambridge , UK . ( Laureate of 1977 )**  
**AWARDED FOR : Path breaking contribution to the theory of Inter-national Trade and Inter-national Capital Movements.**
- **JAN TINBERGEN, Haviklaan , Netherlands. ( Laureate of 1969)**  
**AWARDED FOR : Developed and applied Economic Models for the Analysis of Economic process.**
- **JOHN R HICKS [ SIR ] , Oxford , UK and  
KENNETH J ARROW , California, USA . ( Laureates of 1972 )**  
**AWARDED FOR : Pioneering contributions to General Economic Equilibrium Theory and Economic Welfare Theory.**

**2. INTER NATIONAL SOCIO-ECONOMIC DEVELOPMENT INSTITUTION**

- **SECRETARY GENERAL : ( 1982 to 1986 )**  
COMMONWEALTH , Pall Mall , London , UK .
- **PRESIDENT : ( 1982 to 1986 ).**  
CARIBBEAN DEVELOPMENT BANK ( World Bank / UNDP Setup ) ,  
Willey , St . Michael , Barbados . West Indies .

### 3. SOCIO-POLITICAL DEVELOPMENT PERSONALITIES

- **Mervyn.M.Dymally** : (1984 to 1994 )  
A Progressive Democratic Congress Man of the 31st District (California), from 97th (1981) to 101st (1993) Congress of the United States of America. Lieutenant Governor of California from 1975 to 1979.
- **Indira Gandhi** : ( 1975 to 1983 )  
Prime Minister of India , New Delhi, India
- **Kadayam.S.Madhavan** : (1955 to 1966)  
Community Economic Development Proletarian (Self-less worker), Philanthropist, Rural Agriculturist, Social Development / Unity Worker, and Village Educationist. From a village called Kadayam in Tirunelveli District, Tamil Nadu, India. Lived from late 1800's to late 1900's.

### 4. POST-DOCTORAL PRIME-PUBLICATIONS

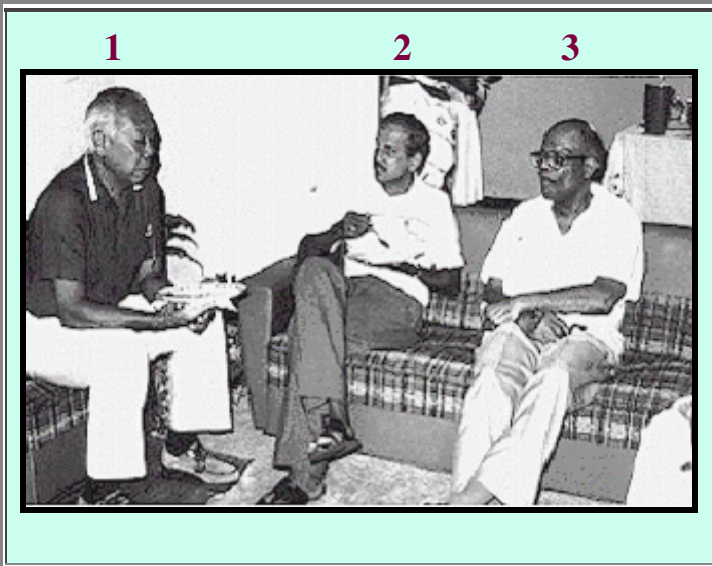
Available for view and down load from :-

- Ω Research Papers in Economics ( **RePEc** ).
- Ω Social Science Research Network ( **SSRN** ).
  
- **A Redefined Productivity Model and Socio-Economic Development Oriented Management Decisions.**  
(See in : [www.drvsrs.com/mgmtfull.htm](http://www.drvsrs.com/mgmtfull.htm))  
ALTIJARAH, Monthly Economic Journal of the Sharjah Chamber of Commerce and Industry, UAE.  
May 2001 - Pages 26 to 28 ( Part - 1 ).  
September 2001 - Pages 20 to 23 ( Part - 2 ).  
March 2002 – Pages 32 to 35 ( Part - 3 ).
- **Accelerate Your Socio-Economic Development : An Eccentric Bicircular Model and Solution.**  
(See in : [www.drvsrs.com/sedfull.htm](http://www.drvsrs.com/sedfull.htm))  
ALTIJARAH, Monthly Economic Journal of the Sharjah Chamber of Commerce and Industry, UAE.  
April 2000 - Pages 36 to 38 ( Part 1 ). May 2000 - Pages 44 to 48 ( Part - 2 ).  
June 2000 - Pages 43 to 44 ( Support Diagrams ).  
July 2000 - Pages 42 to 44 ( Geometric Solution and About the Author ).

- **Corporate Infrastructure for Fifth Generation Computers.**  
( Based upon a survey of Computer Hardware / Software Developments in USA and Japan ) Indian Management . June 1985. Page 19 - 28.  
(See in : [drvsrs.com/compinfra.htm](http://drvsrs.com/compinfra.htm))
- **Mrs Gandhi gave New Economic Approaches.**  
Barbados Advocate, Barbados. West Indies. January 8, 1985.  
Page 4 (Centre Page Article ) (See in : [www.drvsrs.com/igandhi.htm](http://www.drvsrs.com/igandhi.htm))
- **Socio-Economic Development – A Politico-Financial Over View.** See in : [www.drvsrs.com/polifina.htm](http://www.drvsrs.com/polifina.htm)

## 5. BIBLIOGRAPHY

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<b>ABOUT THE AUTHOR</b>	<a href="http://www.drvsrs.com/drvsrs.htm">www.drvsrs.com/drvsrs.htm</a>
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<b>AUTHOR'S FACULTYSHIPS</b>	<a href="http://www.drvsrs.com/faculty.htm">www.drvsrs.com/faculty.htm</a>
<b>AUTHOR'S RESEARCH &amp; DEVELOPMENT</b>	<a href="http://www.drvsrs.com/nobel.htm">www.drvsrs.com/nobel.htm</a>
<b>AUTHOR'S CONCEPT SUPPORT</b>	<a href="http://www.drvsrs.com/fldsupport.htm">www.drvsrs.com/fldsupport.htm</a>



**CREATIVE CONFERENCE**  
**1. OSWALD YHAP** - Manager,  
 Caribbean Basin Water management  
 (CDB)  
**2. DR.VSRS 3. ARTHUR LEWIS**  
 Nobel Laurate in Economic Science 1979.  
 In Welches Gardens, St.Michael, Barbados.  
 West Indies on Saturday the April 20, 1985



**ACCREDITED ASSOCIATION**  
**DR.VSRS WITH ARTHUR LEWIS**  
**Nobel Laureate in Economic Science**  
**1979**  
**In the University of West Indies.**  
**Barbados Campus**