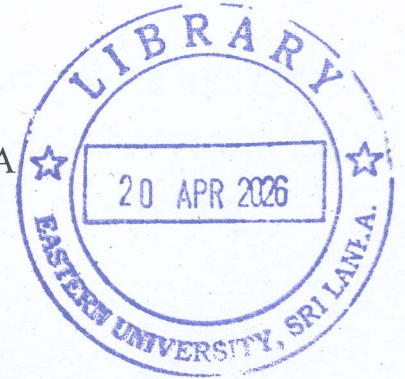


**THE IMPACT OF AGILE PERFORMANCE MANAGEMENT SYSTEM
ON EMPLOYEE PERFORMANCE IN FINANCIAL INSTITUTIONS IN
BADULLA DISTRICT: MEDIATING ROLE OF TEAMWORK**

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ABSTRACT

This study investigates the nexus between the agile performance management system (APMS), teamwork, and employee performance, with a particular focus on the mediating role of teamwork. The main objective of the research is to assess the existing level of employee performance and to examine the nature of the relationships among the agile performance management system, teamwork, and employee performance within selected financial institutions in the Badulla district. Specifically, the study analyzes the direct influence of the agile performance management system on employee performance, the relationship between the agile performance management system and teamwork, the link between teamwork and employee performance, and the mediating effect of teamwork on the association between the agile performance management system and employee performance.

The agile performance management system is conceptualized through dimensions such as agile values, technology, workforce adaptability, management change, collaboration, and flexibility, while employee performance is assessed through both in-role and extra-role performance. Structured questionnaire was used as the method of data collection and 250 all level employees selected as sample out of 1000 all level employees. Researcher considered financial companies name as Central Finance Company PLC, HNB Finance Limited, Mahindra Ideal Finance Limited, CDB Bandarawela Branch, LB Finance PLC, Commercial Credit, Assetline Finance Limited, Vallibel Finance, and People's Leasing & Finance PLC. Random sample method used to make the sampling frame of the study. Quantitative research approach used for this study. The data were analyzed using descriptive statistics, correlation and regression analysis.

The result indicated that the agile performance management system was high level and employee's performance was in selected financial companies. Also result indicated significant positive relationship (agile performance management system, teamwork, employees' performance) and significant positive relationship (agile performance management system, teamwork, employees' performance). The result indicated that partially mediation influence of teamwork to relationship among agile performance management system, employee's performance. As a result of this study, managers of financial companies must give their attention for combination of agile performance management system and teamwork to increase employee performance.

Keywords: *Agile performance management system, Teamwork, Employee's performance*

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