

ABSTRACT

Employees' job performance is an important issue for all employers (Armstrong, 2003, Bohlander & Snell, 2004). Performance appraisal is a key human resource management function which is viewed as a subset of performance management. Performance appraisal (PA) is the process of evaluating how well employees perform their jobs when compared to set of standards and then communicating that information to these employees. (Zahi Ruddin, 2005). In this study I am going to analyze the "Employees' Perception about the Performance Appraisal in Garments in Batticaloa District". It could be expected that the staff of Garments might hold diverse opinions about the performance appraisal in the Garments. The Garments business environment has become challenging considering the fact that competition is increasing in many industries.

For the purpose of this research study is to identify the level of factors affecting employees' perception about performance appraisal and to evaluate the overall perception about the performance appraisal. This research study considers three variables. Those are individual factors, organizational factors and situational factors. These three variables were measured by seven appropriate dimensions. The study adopted the survey research design. A total of 200 questionnaires were issued and 193 questionnaires returned. All the collected data from 193 samples have been categorized and analyzed on the following basis. Collected data was analyzed by univariate analysis and evaluated as low, moderated, high level of employees' perception about performance appraisal.

This study found the variable of individual factors, organizational factors and situational factors affect employees' perception about performance appraisal at high level for staffs in garments. The conclusion of this study to a large extent have shown employees have an optimistic view of performance appraisal as a means for promoting, evaluating and equitably compensating employees, and forming the basis for many employee training programs as well as its motivational effect on employees' performance. Therefore several ways have been suggested as recommendations at the end of the research to avoiding appraisal errors through these three variables.

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**A STUDY ON EMPLOYEES' PERCEPTION ABOUT THE
PERFORMANCE APPRAISAL IN GARMENTS IN BATTICALOA
DISTRICT**



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