



**THE IMPACT OF PERFORMANCE APPRAISAL ON  
EMPLOYEES' JOB PERFORMANCE AND AFFECTIVE  
COMMITMENT: THE STUDY ON GOVERNMENT BANKS IN  
BATTICALOA DISTRICT**

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## ABSTRACT

Performance appraisal has increasingly become part of a more strategic approach to integrating HR activities and business policies and may now be seen as a generic term covering a variety of activities through which organizations seek to assess employees and develop their competence, enhance performance and distribute rewards. Employee's performance and commitment is the major issue in an organization. The aim of the study is to assess the impact of performance appraisal on employees' job performance and affective commitment. This research investigates the impact of Performance appraisal on employees' Job performance and affective commitment, in a context of selected Government Banks in Batticaloa District. In this study, various dimensions used to measure Performance Appraisal, Job Performance and Affective Commitment.

To attain the objectives, the quantitative method was used and data were collected through questionnaires. A total of 200 questionnaires were distributed to employees in Government Banks in Batticaloa District. The data were analyzed using Pearson correlation and regression analysis. The findings exhibited that, there were positive and relationship between Performance appraisal with job performance and affective commitment among employees in Government Banks in Batticaloa District. However, dimensions of Performance Appraisal are positively and significantly correlated with employees' job performance and affective commitment. Lastly, the regression analysis between performance appraisal, job performance and affective commitment indicated that 39.5 % of total variance of job performance and 44.5% of total variance of affective commitment was explained by performance appraisal. In conclusion, it is observed that performance appraisal has the influence on employees' job performance and affective commitment. This shows that managers need to develop good performance appraisal practices to increase more job performance and affective commitment among the employees. Results of this study suggest that the performance appraisal is a source to increase employees' job performance and affective commitment.

**Keywords:** Performance Appraisal, Employees' Job Performance, Affective Commitment.

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