

“A Study on the Effectiveness of the Performance Appraisal
System at Peoples’ Bank in Trincomalee”



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ABSTRACT

The research study has intended the title, "A study the effectiveness in performance appraisal Peoples bank at Trincomalee." The objectives of this research study were to study the present Employee performance appraisal system and to study the effectiveness of the existing Employee performance appraisal system. The research study's conceptualization framework has included five variables such as performance appraisal objectives, policy, implementation, appraiser Skills & training and effective appraisal criteria in this way the major reason for undertaking this research study is to eliminate the shortcomings of the present appraisal system and to propose an efficient performance system at the Peoples' Bank.

Primary data used in this study was collected from questionnaires and interviews and secondary data collected form annual report of people's bank. 78 participants were selected as a sample and questionnaires were issued to them to collect the data. The collected data was analyzed using the univariate method and used SPSS package. The data collected was presented in the form of tables and bar charts.

The research findings shows, the effectiveness of performance appraisal of people's bank was in low level almost all the variables contributed in determining the research output.

Therefore the key recommendation for the high level effectiveness of performance appraisal is to more concern about implementation, policy and effective appraisal criteria of performance appraisal.

I hope this research on effectiveness of performance appraisal will be helpful in enabling the People's Bank to modify the content and the methods of the performance appraisal system in the Bank.

Researcher

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