

**“A STUDY ON THE ATTITUDE OF BANKING EMPLOYEES
TOWARDS PERFORMANCE APPRAISAL SYSTEM”
(SPECIAL REFERENCE TO AMPARA DISTRICT)**

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ABSTRACT

The study mainly focuses on general attitude of employees towards performance appraisal system, the present performance appraisal system and assessing the effectiveness of the existing Employee performance appraisal system. The research study's conceptualization framework consists of four variables such as performance appraisal objectives, policy, method and interview. In this way, the major reason for undertaking this research study is to create awareness about performance appraisal system, eliminate the shortcomings of the present appraisal system and to propose an efficient performance appraisal system among the banking sector employees.

Primary data used in this study were from questionnaires and interviews and secondary data form annual reports of public and private banks. One hundred 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, general attitude of the banking employees toward performance appraisal system in moderate level among the public and private banks employees when comparing sector based, state banks employees have low level of attitudes towards performance appraisal system almost all the variables contributed in determining the research output. Therefore, the key recommendation for the high level of attitudes about performance appraisal is to more concern about policy, methods and feedback interview of performance appraisal.

I hope this research on attitudes of employees towards performance appraisal will be helpful in enabling the Bank to modify the content and the methods of the performance appraisal system in the Banks.

Researcher

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