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27/12/08

S.P. 3003

AN ASSESSMENT OF THE EFFECTIVENESS OF EMPLOYEE  
PERFORMANCE EVALUATION PRACTICES IN A SELECTED  
STATE CORPORATION IN SRI LANKA.

By

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Index No. MBA 474

A Dissertation submitted in partial fulfillment of the requirements of the  
Degree of Master of Business Administration of the University of Colombo

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## Abstract

The specific problem addressed in this study is whether the existing employee performance evaluation (EPE) system of a selected state corporation is effective. Two methods were used to examine the effectiveness of the EPE system, the first being the examination of each element of the EPE system and the second being the examination of the perception of the evaluatees and evaluators of each element of the EPE system. To carryout the examination under each of the above methods two hypotheses were formed. The first hypothesis was that the existing EPE system adopted by the corporation is ineffective and the second hypothesis was that the employees perceive the existing EPE system as an ineffective system. To test the above hypotheses data were collected by using three questionnaires, personal observations and interviews with randomly selected personnel. The test of the first hypothesis reveals that almost all the elements of the existing EPE system are poor except two elements, namely the purposes and the policies which are moderately effective. The test of the second hypothesis shows that employees of the corporation do not agree with the existing EPE system due to its ineffectiveness. Therefore, the above results lead to the conclusion that overall existing EPE system in the selected corporation is ineffective. To remedy ineffectiveness of the existing EPE system some recommendations are made in this study.

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