

**PERFORMANCE EVALUATION AND
PERFORMANCE RELATED REWARDS**
**A case analysis of BOI companies at
Secthawaka Zone in Sri Lanka**

By

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Declaration of the candidate

“The work described in this thesis was carried out by me under the supervision of Ms. M .G .Geetha Tharangani, Senior Lecture, Department of Human Resource Management at University of Sri Jayewardenepura and a report on this has not been submitted in whole or in part to any university or any other institution for another Degree / Diploma”.



R. A . Leelaratne

Recommendation of the Supervisor

I hereby recommend the dissertation prepared under my supervision by R. A. Leelaratne, entitled "Performance Evaluation and Performance Related Rewards: A Case analysis of BOI companies at Seethawaka Zone in Sri Lanka" be accepted in partial fulfillment of the requirement for the degree of **Master In Management**.



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PERFORMANCE EVALUATION AND PERFORMANCE RELATED REWARDS

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Sri Lanka**

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ABSTRACT

This study focused on “Case analysis of Performance Evaluation and Performance Related Rewards in companies registered under Board of Investment of Sri Lanka at Seethawaka Industrial Zone . This study was conducted in a non-contrived setting in a cross sectional nature to collect data and it was in type of testing hypothesis. The dependent variable of this study was the Performance Related Rewards of the companies at Seethawaka Industrial Zone. The independent variable was the performance Evaluation. The PE has been defined as an ongoing process of collecting evidence on the performance of an employee for making administrative and development decisions and how it is related to rewards the employees for better performance.

This sample was comprised 32 companies and administered the questionnaire during a period of one and half months. Respondent were asked to respond their agreement on five point Likert Scale. Data analysis was conducted by using Statistical Package for Social Science (SPSS). The level of measurement of the variables of this study were interval and nominal and the relevant statistical techniques used for these measures were univariate, bivariate and independent sample t – test. To depict the relationships between selected independent and dependent variables, a schematic diagram was developed. Five hypothesis were used to assess these variables.

Finding of this study revealed that the respondent HR managers are implementing high level of performance evaluation and moderate level of performance related rewards in BOI registered industries at Seethawaka zone. It was found that , the performance evaluation and performance related rewards significantly correlated. As such this study attempted to present the practical implications useful for the authorities who are responsible for implementing performance evaluation and performance related rewards in BOI registered companies.

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