

Development of a Conceptual Framework on Performance Management Practices in Sri Lankan Listed Companies

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Abstract

One of prime earning segments in Sri Lanka is the listed companies in the Colombo Stock Exchange which consists of different industries to provide a prominent support to the economy of the country. However, it is observed that the performance management practices (PMP) and its contextual validity have not yet been explored with regard to them and, in contrast to the western countries, there is a deficiency of studies conducted in Sri Lanka relating to the PMP especially in listed companies. Researchers have discovered specific variables associated with PMP in listed companies reviewing existing literature. For that reason, this paper wishes at proposing a conceptual framework for empirical examination in order to investigate whether there is a relationship among the employee capacity, years of existence and ownership of Sri Lankan listed companies related to PMP. This study proposes to make a contribution to the prevailing body of knowledge with the proposed conceptual framework so that it can be used as a foundation for the forthcoming research in this context.

Keywords: Employee Capacity, Ownership, Performance Management Practices, Sri Lankan Listed Companies, Years of Existence