

Performance Management Practices in Sri Lankan Plantation Sector: Development of a Theoretical Framework

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ABSTRACT

The assistances of the plantation sector to Sri Lanka on its economic and social developments for the past century and a half have been gigantic. This comprises its successes as the main foreign exchange earner until the mid-eighties, being one of the biggest direct and indirect employments generating sector. Though, it is perceived 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 context, there is a lack of studies conducted in Sri Lanka relating to the PMP especially in plantation sector. Researchers have exposed specific variables allied with PMP in plantation sector reviewing prevailing literature. For that reason, this paper wishes at proposing a theoretical 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 plantation sector related to PMP . This study proposes to make a contribution to the prevailing body of knowledge with the proposed theoretical 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 Plantation Sector, Years of Existence